



Dear Department of Homeland Security:

I'm writing to support Professor John Horgan's and Jesse Morton's proposal for the Fiscal Year 2020 Targeted Violence and Terrorism Prevention (TVTP) Grant Program. I have reviewed the proposal and find it innovative and promising. I know both Professor Horgan and Jesse Morton well. Professor Horgan is a world-renowned scholar who is one of the most important contributors to the terrorism literature. His contribution is of the highest quality. He was one of the first scholars to write about reintegration programs, and edited an important global survey that has become a seminal reference for both scholars and practitioners working in this area around the globe. Indeed, in many ways, Professor Horgan initiated an entire field of study. Jesse Morton is a former recruiter for Al Qaeda. In this regard, he has a unique perspective that cannot be replicated by reading books; he has a visceral understanding of both radicalization and reintegration. He is not just a "former," however. He is extremely bright and an excellent writer, and I am a very strong supporter of his efforts.

I believe the Alternative Pathways project outlines an exciting approach for reducing recidivism among terrorist offenders. The project will also offer us a better grasp of risk and protective factors for reintegration which may be valuable to stakeholders tasked with monitoring and supervising released terrorist offenders.

As a researcher with a long history of studying both far-right wing and *jibadi* terrorists, I can attest to the difficulties of accessing, studying and supporting the reintegration of this population. Jesse has unique access to the target population and has been doing innovative research and community-led programming to facilitate repatriation. As recent events make clear, isolated cases of terrorist recidivism can cause enormous complications for both the public and the government. The rise in right-wing extremism and an increase of related arrests suggest that we will need to be proactive in preparing to address that population as well. Prison radicalization is also a concern, and the project proposal will help identify risk and protective factors associated with terrorist recidivism and for programming tailored to their specific needs.

In conclusion, I support this grant application and recognize the need for such an initiative as outlined in the proposal narrative.

Please do not hesitate to contact me if I can be of further assistance.

Sincerely,

Jessica Stern
Research Professor
Pardee School of Global Studies

DIVISION OF ADULT INSTITUTIONS
CALIFORNIA STATE PRISON, LOS ANGELES COUNTY
44750 60th Street West
Lancaster, CA 93536



Date: May 20, 2020

U.S. Department of Homeland Security (DHS)
Office for Targeted Violence and Terrorism Prevention (OTVTP)
Nebraska Avenue Complex
3801 Nebraska Ave NW
Washington, DC 20016

Dear Choice Resource management:

I write on behalf of Choice Resource in support of their Counter Extremism Project proposal to the Department of Homeland Security for a grant to fund the Alternative Pathways project for terrorist offender recidivism reduction and the prevention of radicalization in criminal justice settings. I strongly support this grant application and recognize the need for such an initiative as is outlined in the proposal narrative.

In-prison radicalization is a very real phenomenon and efforts that seek to prevent terrorism-related offenders, or those with known affiliation to violent extremists in prison from recidivating after they complete their terms of incarceration, are welcomed. I've worked with the Choice Resource team and I am familiar with their programming for several years, as they offered a weekly self-help class at CSP-LAC since 2017 under the Inmate Leisure Time Activity Group (ILTAG) that provided effective rehabilitative programming to class participants.

I support facilitating grantees access to inmate populations and permitting the administration of such pre-release programming. CSP-LAC has worked with the Choice Resource team in the past and are comfortable with their qualifications and capabilities of delivering such training and support services to inmate populations.

Choice Resource will take responsibility to lead the administration and implementation of the Alternative Pathway's curriculum, and while CSP-LAC corrections officials must review and authorize all content shared with the inmate population, we are confident that this will be of benefit and value to the inmate population—some of who have already participated in programming from Choice Resource team members in the past—and for society in general.

We look forward to playing a part in assisting efforts to address the situation.

Sincerely:

(b)(6)

Abdul-Wahab Omeira
Muslim Chaplain
California State Prison-Los Angeles County (CSP-LAC)
44750 60th Street West
Lancaster, CA 93536-7619

Choice Resources

May 12, 2020

U.S. Department of Homeland Security (DHS)
Office for Targeted Violence and Terrorism Prevention (OTVTP)
Nebraska Avenue Complex
3801 Nebraska Ave NW
Washington, DC 20016

Attn DHS - OTVTP:

I write on behalf of Choice Resources in support of their Counter Extremism Project proposal to the Department of Homeland Security for a grant to fund the Alternative Pathways project for terrorist offender recidivism reduction and the prevention of radicalization in criminal justice settings.

Choice Resources is fully supportive of facilitating and administering in-prison programming of curriculum that provides resources to individuals with a conviction for targeted violence or terrorism-related offenses and those who at-risk for terrorism aimed violence while in correctional facilities. We will take responsibility to lead the administration and implementation of the Alternative Pathways' curriculum.

Choice Resources is a nonprofit organization that works with clients who provide rehabilitative, educational, and positive psychology/cognitive behavior therapeutic based prison programming. Our clients include nonprofit organizations focused on servicing community-based initiatives in the care of adults and juvenile therapeutic housing and support services, reentry and recidivism programs, and homeless prevention. We also partner with professional correctional volunteers and public speakers, including some who have been formerly incarcerated, with nearly a decade of experience developing and implementing unique rehabilitative programming material that has presented to hundreds of inmates across the country. The content spans the breadth of crucial behavioral- and emotional-based therapy targeting the specific needs of an inmate population for moral reform and character development. Additionally, the material builds upon those same therapeutic practices from the evidence-based theoretical practices of positive psychology and cognitive behavior conceptual framework. Our programs have proven to align with the values and beliefs of many faith-based groups, specifically the Jewish, Christian, and Muslim inmate population, which promotes balance and moderation in religious ideology. Programming material has been endorsed by state and federal correctional officials, with countless praise from inmate participants, including inmates convicted of terror offenses.

Years of prison rehabilitative experience demonstrate that in-prison radicalization is a genuine phenomenon. Efforts in combating this phenomenon and preventing terrorism-related offenders are to actively train known offenders and those with known affiliation to violent extremists in prison from recidivating after they complete their terms of incarceration.

We look forward to playing a part in assisting efforts to address the situation.

Sincerely,

Kei Dillard-Thomas
Chief Executive Officer/President, Choice Resources



May 12, 2020

INSIDE CIRCLE FOUNDATION

3809 FIG ST.

SACRAMENTO, CA. 95838

To Department of Homeland Security:

I write on behalf of Inside Circle in support of the Counter Extremism Project's proposal to the Department of Homeland Security for a grant to fund the Alternative Pathways project for terrorist offender recidivism reduction and the prevention of radicalization in criminal justice settings. We strongly support this grant application and recognize the need for such an initiative as is outlined in the submitted proposal.

Inside Circle took shape after a race riot that occurred on a maximum-security California State prison yard in 1996. Several inmates were seriously hurt during the melee, one fatally. Witnessing the madness of this event had a profound effect on inmate Patrick Nolan, who at the time was a leader of the Aryan Brotherhood. In the riot's aftermath, he sought to shift the dynamic driving such extreme violence and hatred. He met with Deacon for the Catholic community at CSP-Sacramento and asked him if he could start a support group. At the time, he had no experiential knowledge of what a support group was about. All he knew was that a forum was needed in this environment, a neutral group, where inmates of different ethnic and cultural backgrounds could come together and openly communicate. Today Inside Circle has grown, from those early efforts. We now provide pre- and post-release intervention services to justice involved cohorts and continue working in Folsom, San Quentin and outside prison walls with at-risk youth, women, veterans, correctional officers and others who, without a safe place to express themselves, have been serving lonely sentences within the confines of their mind.

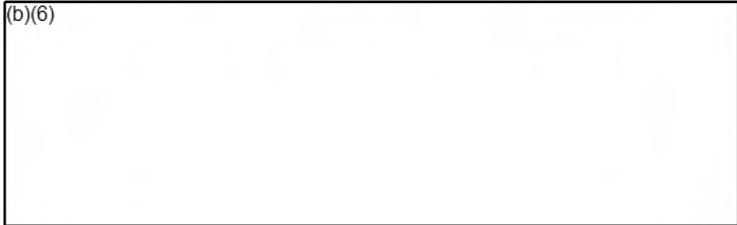
We regularly witness the consequences and reality of in-prison radicalization and welcome efforts that seek to prevent terrorism-related offenders, or those with known affiliation to violent extremists in prison from recidivating after they complete their terms of incarceration. Through this letter, we acknowledge that we will share our learned experience and method to advise on the creation of the counter-radicalization pre-release curriculum and its administration. We have already advised the Alternative Pathways program on interventions they are doing with reintegrating terrorism-related offenders. Additionally, We'd be able to test the implementation of the curriculum and use it with inmates exposed to prison gangs and the racism and extremism that drives them at C.S.P.- Sacramento/New Folsom, the maximum-security prison that Inside Circle originated in, as well as the Sierra Conservation Center at Jamestown, a medium-security prison, where our outreach has most recently expanded to.

We look forward to helping address this mounting problem.

Sincerely,

Eldra Jackson III; Co-Executive Director; Inside Outside Circle Foundation

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Department of Homeland Security
3801 Nebraska Ave NW,
Washington, DC 20016

To Whom It May Concern,

My name is Liam Duffy, I am a London-based advisor for the Counter-Extremism Project, an Associate Research Fellow at Civitas think tank in Westminster and a member of UK Counter-Terrorism Police's independent expert advisory group (as well as Chair of the youth advisory).

Just a few months ago, the United Kingdom was struck by three separate terrorist attacks. While these attacks were not as technical or spectacular as those which defined the years immediately post-9/11, such as the Madrid and London transport bombings, all three were committed by convicted terrorists – one even struck inside the prison walls.

Concern over extremism in prisons has rumbled in the West for some years, with some labelling them terrorist universities, and leading expert on jihadism in France Gilles Kepel referring to them as "incubators of terrorism". In all likelihood, the attacks which struck Britain at the end of 2019 and start of this year are premonitory of what is to come.

Several thousand extremists currently populate various European prison systems, as well as several hundred in the United States. With efforts to deradicalize and rehabilitate lacking research and proven effectiveness across the board, these individuals have the potential to inflict a dreadful toll. Not only in terms of their direct capability to attack, but in their influence to radicalise the next generation of extremists if they do not deradicalize and abandon their violent worldview. In my own country, Britain, the influence of those who did not attack but sought to radicalize and recruit future extremists cannot be overstated.

I have written and spoken a number of times about this problem, about the effectiveness of deradicalization and the danger that recidivism poses. Although terrorist recidivism rates are lower than ordinary criminality, this is an urgent issue which needs to be researched, understood and local law enforcement and communities need to be equipped with tangible tools to manage those who will be seeking to reintegrate into their neighbourhoods.

It is not an exaggeration to say that few people are better placed to seek to address this problem in the entire world than the team at Light Upon Light, Parallel Networks and the Counter-Extremism Project. The unique life and professional experiences of the likes of Jesse Morton and Mitch Silber give them an insight into this issue which few others can claim.

I am therefore delighted to support this application and sincerely hope you agree that this is a pressing issue which needs urgent attention to avoid devastating consequences playing out on our streets. Not only this, but I hope that research and practitioner experience from the American experience can be instructive for the issues that many other countries will face in the months and years to come.

Yours Faithfully,

(b)(6)



Verified by PDFfiller
06/02/2020

Liam Duffy



EU Radicalisation Awareness Network (RAN), Member of the Steering Committee
Co-chair of the RAN "Communication and Narratives" (C&N) Working Group
Associate Fellow at the German Council of Foreign Relations (DGAP)

Alexander Ritzmann

(b)(6)

June 2, 2020

To whom it may concern

I am writing to support of the Counter Extremism Project's (CEP) proposal for the Targeted Violence and Terrorism Prevention (TVTP) Grant Program. After reviewing the proposal and knowing the unique backgrounds and qualifications of the proposed project participants, I believe the Alternative Pathways project outlines a productive plan and approach for terrorist offender recidivism reduction and the prevention of radicalization in criminal justice settings. I believe this project that can make a significant contribution to better understand and provide recidivism prevention programming that might better rehabilitate and reintegrate terrorism-related offenders and those exposed to extremist ideologies while incarcerated. Additionally, the project focuses on imparting a better grasp of risk and protective factors for reintegration valuable to all stakeholders tasked with monitoring and supervising this population post-release.

I have studied deradicalization and rehabilitation programs for far-right and Islamist terrorists in the European Union and beyond for many years and can attest to the difficulties of accessing, supporting and assessing the reintegration of terrorist inmates. The proposal makes clear that the team has unique access to the target populations and has been doing effective, innovative research and community-led programming to facilitate the safe, healthy, and dignified repatriation of the target groups.

As recent events, for example in the United Kingdom, made clear, isolated cases of terrorist recidivism can cause enormous implications for the public and for governments. The rise in right-wing extremism and an increase of related convictions suggest that it is wise to be proactive in preparing to address that prison population as well. Prison radicalization is also a concern, and the project proposal additionally aims at helping to identify risk and protective factors associated with terrorist recidivism reduction and for programming tailored to specific needs.

In conclusion, I strongly support this grant application and recognize the need for such an initiative as outlined in the proposal narrative.

Sincerely,

(b)(6)

Jesse Morton

(b)(6)

WORK HISTORY:

- 4/17-Present** **PARALLEL NETWORKS. – Executive Officer** **-Alexandria, VA**
- Founded and developed a holistic extremism prevention ecosystem that includes counter-messaging, prevention, education, training and awareness campaigning, and peer-to-peer intervention services, including only support program for terrorism-related offenses returning to society after incarceration in America.
 - Designed innovative counter-radicalization programming initiatives, crafted associated proposals, and secured funding on an array of projects through government, private, and philanthropic sectors.
 - Authored and array of journal articles, reports, and publications on a wide range of topics related to countering violent extremism and engaged in public speaking and consultation to inform policy-makers, governments, academics, the private sector, and the general public on radicalization and countering violent extremism.
- 3/19-Present** **INTERNATIONAL CENTER FOR RELIGION AND DIPLOMACY – Development Coordinator** **-Washington D.C.**
- Directed development of proposals for domestic and international projects around the world.
 - Coordinated programming in Pakistan, Syria, Iraq, Nigeria, Kosovo, North Macedonia, Saudi Arabia and elsewhere.
 - Consulted on international and domestic initiatives and with government bodies and officials working in the countering violent extremism and peacebuilding realms to build transmedia ecosystems and on matters pertaining to radicalization.
- 1/18-Present** **INSTITUTE FOR STRATEGIC DIALOGUE – Research Coordinator** **-London, U.K.**
- Northeast U.S. regional director of the Against Violent Extremism network.
 - Conducted workshops, trainings and represented the agency at conferences and on panels.
 - Developed research ideas, methods and proposals and co-authored articles and reports.
- 6/16-1/2017** **GEORGE WASHINGTON UNIVERSITY – PROGRAM ON EXTREMISM – Research Fellow** **-Washington DC**
- Research and publication on issues such as the propaganda of terrorist organizations, Islamic and jihadist ideology, countering radicalization and extremism and promoting disengagement.
 - Engaged in media to promote the program and inform the public on violent extremism.
 - Consulted with policymakers, governmental agencies, and the private sector.
- 12/08-12/10** **KING ABDUL AZIZ IBN SAUD – Professor** **-Riyadh, Saudi Arabia**
- Taught English and Economics to freshman students at the country's largest university.
 - Wrote articles and initiated Ph. D research on shariah compliant economics.
 - Recruited and oriented teachers from abroad interested in teaching in Saudi Arabia.
- 11/02-12/09** **COMMUNITY COUNSELING AND MEDIATION – Program Manager** **-Brooklyn, NY**
- Rebuilt outpatient community program via comprehensive program overhaul and management.
 - Boosted clientele from fledgling numbers to over 100 clients with revenue increasing exponentially.
 - Handled an extensive clinical caseload- intake, individual, and group counseling sessions.

EDUCATION:

- 2008** **COLUMBIA UNIVERSITY– New York, NY**
Master of International Affairs – concentration in non-profit/government management and institutional analysis
- 2006** **METROPOLITAN COLLEGE OF NEW YORK – New York, NY**
Bachelor of Professional Studies in Human Services – Class Valedictorian
- 2005** **THE RESOURCE CASAC GROUP, INC. – New York, NY**
Certified Alcohol, Substance Abuse and Mental Health Counselor

OTHER MERITS: Foreign Policy Magazine's 2017 'Global Thinkers, Licensed Substance Abuse and Mental Health Counselor

LANGUAGE: Arabic Proficiency

SELECTED PUBLICATIONS:

- Meeink, Frank; Morton, Jesse; Schoep, Jeff. "Our answer to online extremism: Our project, Ctrl+Alt+Del-Hate, is designed to counter a rising tide of radicalism." *NY Daily Post*, November 4, 2019.
- Morton, Jesse; Silber, Mitchell. "Lessons From a Year in the CVE Trenches." *Lawfare*. June 23, 2019. <https://www.lawfareblog.com/lessons-year-cve-trenches>
- Morton, Jesse. "I Invented the Jihadist Journal." *Wall Street Journal*, June 4, 2019.
- Morton, Jesse. "The Caliphate's Returnees? From the Refugee Camps of Syria to bin Laden's Grave." *Rise to Peace*. February 27, 2019. <https://www.risetopeace.org/2019/02/27/the-caliphates-returnees-from-the-refugee-camps-of-syria-to-bin-ladens-grave/jmorton/>
- Morton, Jesse; Silber, Mitchell. *When Terrorists Come Home: The Need for Rehabilitating and Reintegrating America's Convicted Jihadists*. New York City: Counter Extremism Project, December 2018
- Morton, Jesse; Silber, Mitchell. *From Revolution Muslim to Islamic State: An Inside Look at the American Roots of ISIS' Virtual Caliphate*. Washington, D.C.: New America Foundation, June 2018
- Morton, Jesse. "How to defeat ISIS's next play." *The New York Post*, June 3, 2018.
- Morton, Jesse; Amarasingam, Amarnath. "The Crown Prince of Riyadh Vs. The Crown Prince Of Jihad: Al-Qaeda Responds to Mohammed Bin Salman's Reforms." *War on the Rocks*. May 17, 2018. <https://warontherocks.com/2018/05/the-crown-prince-of-riyadh-vs-the-crown-prince-of-jihad-al-qaeda-responds-to-mohammed-bin-salmans-reforms/>
- Morton, Jesse; Amarasingam, Amarnath. "How Jihadist Groups See Western Aggression Toward Iran." *Just Security*. April 16, 2018. <https://www.justsecurity.org/54946/jihadist-groups-western-aggression-iran/>
- Morton, Jesse; Silber, Mitchell. "NYPD vs. Revolution Muslim: The Inside Story of the Defeat of a Local Radicalization Hub." *CTC Sentinel* 11, no.4 (April, 2018)

SELECTED PRESENTATIONS/PUBLIC SPEAKING:

- *Healing from Hate: How the Power of Personal Transformation Can Elude Collective Change*. Richmond, VA: Richmond Hall. January 18, 2020.
- *Emerging Risk for Businesses in South Asia*. Bangalore, India. COVINTS. January 18, 2020.
- *Ctrl+Alt+Del-Hate: A Civil Society Approach to Preventing Terrorism and Targeted Violence*. Washington, D.C.: New America Foundation. November 4, 2019.
- *The Wound is the Place Where the Light Enters You: One Muslim's Journey into and out of Extremism. A conversation with Jesse Morton and Sheikh Waleed Baysouni*. October 2019.
- *An Inside Look into the Drivers of Hate*. Chicago, Illinois: International Association of Chiefs of Police (IACP) annual conference. October 26, 2019.
- *Fighting for Peace*. New Orleans, Louisiana: University of Louisville Commission on Diversity and Racial Equality and Peace Catalysts. October 25, 2019.
- *Formers' Experience and their Potential Role in P/CVE Efforts*: Ankara, Turkey: ICare4All International Symposium on Radicalization and Extremism. 21-23 October 2019.
- *Countering Al-Qaeda and ISIS 18 Years After 9/11*. New York City: Columbia School of International Public Affairs. September 11, 2019.
- *Sourcing Change from Within --The Role of Self-Realization in Societal Change*. Los Angeles, CA: Let's See Labs. January 19, 2019.
- *When Terrorists Come Home: Rehabilitation of America's Convicted Islamists*. Washington, D.C.: New America Foundation. December 6, 2018.
- *How to Rehabilitate and Reintegrate Violent Extremists: Addressing Trauma and Reducing Stigma*. Washington, D.C.: United States Institute for Peace (USIP). November 23, 2018.
- *Better Angels*. New York City: Annual Anti-Defamation League Dinner. November 12, 2018.
- *Innovative Approaches to Understanding Violent Extremism*. Washington, D.C.: RESOLVE Network 2018 Global Forum – United States Institute for Peace (USIP). September 20, 2018.
- *City of Peace*. Durham University, North Carolina: Peace Catalysts. September 2018.
- *The (Un)Making of an Extremist*. Aspen, Colorado: Aspen Ideas Festival. August 2018.
- *The Unmaking of Jihadism: The Current Effort to Combat Violent Extremism*. Washington, D.C.: Center for Strategic and International Studies (CSIS). July 23, 2018.

- *From Revolution Muslim to Islamic State: An Inside Look at the American Roots of ISIS' Virtual Caliphate*. Washington, D.C.: New America Foundation. June 4, 2018.
- *Peace Now More Than Ever*. Washington, D.C.: Alliance for Peacebuilding Annual Conference. October 11-13, 2017.
- *How Anti-Semitism Motivates Extremists*. New York City: Anti-Defamation League (ADL). November 14, 2016.
- *Fighting the Flames: A Discussion with Former Members of Violent Organizations*. Washington, D.C.: George Washington University. October 31, 2016.
- *A Conversation with a Former Extremist*. Washington, D.C.: George Washington University. September 26, 2016.

MEDIA APPEARANCES AND CONTRIBUTIONS:

- *Jihad Jane*. Documentary film set to screen on February 2020. Director: Ciaran Cassidy.
- *'Cosi reclutavamo i terroristi'. L'ex jihadista racconta le tecniche di arruolamento*. Ansa Voice. Host: Lorenzo Attianese. January 2, 2020.
http://www.ansa.it/sito/podcast/ansa_voice_stories/2020/01/02/cosi-reclutavamo-i-terroristi.-lex-jihadista-racconta-le-tecniche-di-arruolamento-di-lorenzo-attianese_6002219c-611a-4ccb-9419-3a9dd0fa6012.html
- *'Why We Hate' Review: Tribalism and Its Discontents*. Discovery Channel. Directed by Steven Spielberg.
- *Cafe Classroom: Behind The Mind Of Former Jihadist, Jesse Morton*. This is 42. October, 2019.
<https://www.youtube.com/watch?v=1MDIYdVjGJO>
- *Chapter 8: The True Believer: the Case of Alek Minassian*. Incel Podcast. Host: Naama Kates. October 1, 2019.
<https://www.stitcher.com/podcast/podcasts-from-the-past/incele/64281432>
- Saunokonoko, Mark. "How Australian tinnie terror ringleader turned into a 'rabid dog' ahead of audacious Philippines plot." *9 News*. June 18, 2019.
- *Exlíder propagandístico de Al Qaeda contó cómo dejó atrás su radicalización*. Blu Radio. June 17, 2019.
<https://www.bluradio.com/mundo/exlider-propagandistico-de-al-qaeda-conto-como-dejo-atras-su-radicalizacion-217759-ie430>
- Mekhennet, Souad. New online magazine aims to counter extremist propaganda. *Washington Post*. June 4, 2019.
- *When an American flees to join ISIS, should they be allowed to come home?* Public Radio International (PRI). February 21, 2019.
<https://www.pri.org/stories/2019-02-21/when-american-flees-join-isis-should-they-be-allowed-come-home>
- *Chapter 2: Recruitment*. The Caliphate Podcast: New York Times. Host: Rukmini Callimachi. September 20, 2018.
<https://www.nytimes.com/2018/09/20/podcasts/caliphate-transcript-chapter-two-recruitment.html>
- *Gutiérrez, Oscar*. "La extraña amistad del reclutador de yihadistas y el policía que le persiguió." *El País*. June 14, 2018.
- *Taranto, James*. "The Making—and Unmaking—of a Jihadist." *Wall Street Journal*. May 5, 2019.
- *Donati, Jessica*. "NYPD Analyst Hunted al Qaeda Recruiter for Years. Now They're a Team." *Wall Street Journal*. April 27, 2018.
- *Chavar, A.J.; Schick, Camilla; Callimachi, Rukmini*. "Meet the Former Extremist Who Flagged a London Attacker in 2015" *New York Times*. June 6, 2017.
<https://www.nytimes.com/video/world/europe/100000005147965/fbi-london-attacker-khuraam-butt.html>
- *Countering Radicalism and Extremism: An Interview with Dr. Lorenzo Vidino and Jesse Morton*. SpyCast – Center for Cyber & Homeland Security. October 18, 2016 .
<https://play.acast.com/s/spycast2/countering-radicalism-and-extremism-an-interview-with-dr-lorenzo-vidino-and-jesse-morton>
- *Voice of a Research Fellow and Former Extremist - Jesse Morton*. CSIS Podcast. Host: Shannon Green.
<https://www.csis.org/podcasts/violent-extremism/voice-research-fellow-and-former-extremist-jesse-morton>
- *Jesse Morton: The Jihadi Who Changed His Mind*. BBC – The Briefing Room. September 1, 2016.
<https://www.bbc.co.uk/programmes/b07qbstg>
- *From terrorist to university expert*. CNN. August 30, 2016.
- *Former extremist: 'I was living dual lives.'* PBS NewsHour. August 29, 2016.

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HUMAN RESOURCE and ORGANIZATIONAL DEVELOPMENT CONSULTANT

Over 25 years experience defining and designing people management strategies for emerging organizations in growth mode. I strive to create cultures of excellence by leveraging my education, experience and passion for the human experience in the workplace.

- Employee Engagement Solutions
- Leadership and Team Building Retreats
- Change Management
- Leadership Development
- Organizational Development Consulting
- Conflict Management/Resolutions
- Executive Coaching
- Personality Assessments, Analysis & Reports
- Learning Management Systems
- Communication Skills Training

PROFESSIONAL EXPERIENCE**Dangerfield Institute for Urban Problems****March 2019 to Present**

Human Resource Manager – Consultant

Responsible for performing Human Resource related duties working closely with Executive Director, Administrators and other management teams. Supporting Short-Term Residential Therapeutic Programs for four (4) Group Homes; Foster Family Agency; Resource Family Agency; and Corporate Administrative Offices.

Duties Include:

Benefit Administration; Employee Relations; Training; Performance Management; Onboarding; Policy Implementation; Recruitment/Employment; Affirmative Action and Employment Law, DFEH, CCLD Compliance.

DeliLu Achievement Homes**April 2019 to Present**

Human Resource Manager – Consultant

Responsible for performing Human Resource related duties working closely with Executive Director, Administrators and other management teams. Supporting Short-Term Residential Therapeutic Programs for three (3) Group Homes and Corporate Administrative Office.

Duties Include:

Benefit Administration; Employee Relations; Training; Performance Management; Onboarding; Policy Implementation; Recruitment/Employment; Affirmative Action and Employment Law, DFEH, CCLD Compliance.

People OneSource (a Professional Employer Organization)**December 2013 to Present***Director of Human Resources, OD Consulting, and Compliance Training*

Responsible for directing all human resource related functions and systems.

- New Client set up of HR services: created employee handbooks, safety and performance guidelines, and human resource forms, letters and documents.
- Advise and consult business owners and their leadership team on employment laws and human resource planning strategies.
- Provide leadership and employee training on the Department of Fair Employment and Housing (DFEH) and the Equal Employment Opportunity Commission (EEOC) regulatory guidelines.
- Investigate discrimination, harassment, and work conduct violations.

Cynosure Management Solutions, dba Power of Fortitude**March 2006 to Present***Principle, Strategist, Organizational Development Executive Consultant*

Consultant activities include:

- Administration, coaching, consulting of organizational assessments: Myers-Briggs® (MBTI®), FIRO-B®, CPI260®, Disc®, and TKI
- Design and executed leadership and employee development strategic plans
 - Diversity and Anti-Harassment
 - New Supervisor
 - Leadership Development
 - Enhanced Communication
 - Building Healthy Relationships (Conflict Management)
 - Employee Engagement & Motivation
 - Strategic Planning
- Leadership and Team Building Retreats
- Updating clients on California and Federal Employment Laws and Compliance Guidelines
- Provide Supervisors, Managers, and employees with Federal and State Harassment and Discrimination training.
- e-Learning Strategies and LMS Systems Implementation and Administration
- Consulting and coaching to business owners and leaders on human resource and business operations strategies.
- Human Resources solutions including recruiting, selecting, new employee on-boarding, training, creating performance management policies and systems, compensations plans, incentive plans, employee benefits, health and wellness plans, policies and procedures.
- Perform Job Analysis and create job descriptions with salary levels.
- Strategic Partner with State Agencies, Start-up Ventures, and Fortune 100 organizations, consummating complex contractual partnership agreements. Responsible for continued leadership and sales training consulting which support ' multi-million dollars of annual revenues.

PARTIAL CLIENT LIST

- | | |
|--|--|
| <ul style="list-style-type: none"> • County of Los Angeles, Housing Authority • Sun Microsystems • CDW • National Bank of California • Wood Group, Inc. (Wood Group Field Services and Wood Group GTS) • Long Beach Chamber of Commerce • Long Beach Gay & Lesbian Center • Key Performance Ideas, Inc. • Sony Music • Crowdfunder | <ul style="list-style-type: none"> • Nippy Inc. (Whitney Houston) • Club Malibu 55, LLC dba Nikita • BET Music • Metropolitan Water Department • Covenant Industries, Inc. dba People OneSource • Sullivan International, Inc. • Govplace (IT Enterprise Solutions) • Cloud9 Business Solutions • Catholic Travel Centre • Captivate Entertainment (CGN) |
|--|--|

Club Malibu 55, LLC dba Nikita Restaurants 2013

April 2013 to July

Director of Human Resources and Operations (Project – New Restaurant Opening)

Partnered with Executive Director and Investors to create and implement the operations and human resource strategy for a new luxury restaurant opening.

- Designed workforce plans, including: Job Descriptions and Performance Standards for all positions within the operation. Designed and analyzed compensation plans for each job description.
- Daily Human Resource Functions include hiring and managing 150 staff members and 50 contractors.
- Prepared and managed all functions of payroll including managing all employees and contractor's time and attendance.
- Created incentives and rewards programs to keep staff motivated and productive

- Created well-organized and efficient units that have clear lines of authority and responsibility; job procedures, and standards of operating.
- Retained and worked closely with Insurance Broker, Labor Attorney, and Workers' Compensation Attorney to create policy and procedures.
- Created labor and operations budgets; recruitment plans, and selection process
- Designed and implemented New Hire, Health & Safety Orientation Training, Alcohol Service Training
- Designed and collaborated with industry specialist to create customized training and performance policies and standards.
- Established and negotiated all business insurance and benefits plans with risks managers including, property, professional liability, workers' compensation, errors & omission, medical, dental, vision, and life and disability coverage.
- Managed the process of securing work visas for executive chef and his staff.
- Established vendor relationships with over 300 vendors
- Managed the implementation of all technology for new business operations (including the POS system, office computers, laptops, surveillance, network system, audio/visual, and cash management process)

Crescent Solutions, Inc. dba Crescent Staffing, Inc., Irvine, CA
2006

February 2005 to April

Operations/Human Resources Manager

Responsible for planning, directing, and coordinating the operations of all the internal and external employee and contract resources.

- Managed internal and external staff members on various projects, including the day to day assignments, project schedules, budgets, and deliverables.
- Responsible for creating payroll systems, benefits management, and company's policies and procedures
- New employee packages and orientation design
- Developed valuable business relationships with key clients.
- Orchestrated partnership with the company's largest international client generating over 40% of company's gross revenue.
- Coordinated and controlled all logistics and planning requirements for purchases and acquisitions.
- Spearheaded and integrated personal development programs, resulting in increased levels of employee motivation, capability, and quality assurance and positively affecting gross profit margins.

Sun Microsystems, Inc., El Segundo, CA

June 1998 to June 2000

SunSkills Area Manager

Managed third party HR recruiting efforts for the Western territory, closing \$6 million quartering.

- Sold, staffed, and managed over 400 technicians and \$8M in professional consulting services contracts annually.
- Awarded "STARS" (Sun's Top Achievement Award) for FY'00
- Consistent performance achievements including recognition for outstanding results.
- Exceeded sales and revenue quota each quarter by 120% to 150% fiscal years 1998-2000.

Law offices of Zonni, Ginocchio & Taylor, Glendale, CA

August 1993 to June 1998

Paralegal (Workers' Compensation Law)

Worked with managing partner to provide insurance clients with legal solutions for worker's compensation and labor litigation claims.

- Managed 250 workers' compensation claim files
- Worked closely with opposing counsel and 3rd party administrators to create dissolution plans

- Reviewed and summarized medical findings and managed vocational rehabilitation plans.
- Helped to create and manage vocational rehabilitation plans pursuant to EEOC, WC Appeals Board and California Department of Fair Employment and Housing guidelines

SALES EXPERIENCE

Consistent performance achievements including recognition for outstanding results.

- Met or exceeded sales goals annually receiving Top 10 achievement
- Interacted with C-level executives, general managers, communications coordinators, government agents, and superintendents and principals within school districts.
- Developed new and existing territories.
- Designed and implemented marketing plans and service strategies.
- Established new industry verticals in Life Science and Healthcare partnership with large IT manufacturer.

ASAP Software, El Segundo, CA **2004 to 2005**
Account Executive

CompuCom Systems, Inc., Irvine, CA **2003 to 2004**
Account Executive

Sun Microsystems, Inc., El Segundo, CA **2000 to 2002**
Service Sales Representative

ACADEMIC PROFESSIONAL EXPERIENCE

Planned and conducted all activities for creating a balanced program of instruction, demonstration, and work time that provides students with opportunities to observe, question, and investigate.

Art Institute of North Hollywood, North Hollywood, CA **July 2007 to July 2013**
Adjunct Professor

Courses Facilitated:

- Executive Leadership
- Business Ownership
- Public Relations
- Entrepreneurship
- Marketing & Branding
- Human Resource Management
- Supervisory, Operations, Management in Hospitality Industry

Mount St. Mary's College - Chalon Campus, Brentwood, California **January 2008 - December 2011**
Adjunct-Professor

Courses Administered:

- Life Span Development
- Introduction to Psychology
- Motivation
- Industrial-Organizational Psychology
- Culture Diversity Across Lifespan
- Learning and Memory
- Personality Theory
- Introduction to Counseling

CERTIFICATIONS & EDUCATION BACKGROUND

CERTIFICATIONS

Adult Residential Facility (ARF) Administrator – Certificate

Short-Term Residential Therapeutic Program (STRTP) Group Home Administrator – Certificate
Group Home (GH) Administrator – Certificate

Human sexuality - Certificate
Couples Therapy – Certificate
Alcohol and Substance Abuse – Certificate
Clinical Psychopharmacology - Certificate
Violence, Abuse, & Trauma – Certificate

Client assessment - Certificate
MBTI/CPI/Thomas-Kilmann Assessment –
Certificate
Fligby Assessment – Certificate

EDUCATION BACKGROUND

University of West Virginia at Charleston, WV Doctorate in Executive Leadership	Current, ABD
Vanguard University, Costa Mesa, CA Master of Science, Clinical Psychology (Emphasis: Marriage Family Therapy & Relationship Therapy)	May 2005
Vanguard University, Costa Mesa, CA Bachelor of Science, Organizational Management: <i>Graduated Summa Cum Laude.</i>	May 2002
Mt. San Antonio College, Walnut, CA Associate of Science, Paralegal Studies: <i>Contract Law – Deans List.</i>	May 1993

John G. Horgan, Ph.D.

Distinguished University Professor
Department of Psychology
Georgia State University

(b)(6)

Education

Ph.D.: 2000 University College Cork, Ireland, Department of Applied Psychology

B.A.: 1995 University College Cork, Ireland, Department of Applied Psychology

Professional experience

August 2019-present: Professor, Department of Psychology, Georgia State University

April 2017-present: Distinguished University Professor, GSU

August 2015-July 2019: Professor, Global Studies Institute, GSU

June 2013-July 2015: Professor of Security Studies, School of Criminology and Justice Studies, University of Massachusetts Lowell
Director, Center for Terrorism & Security Studies, UMass Lowell

September 2007-May 2013: Associate Professor, Department of Psychology, Pennsylvania State University (PSU)
Director, International Center for the Study of Terrorism, PSU
Affiliate Professor of International Affairs, PSU

September 2005-June 2007: Lecturer, School of International Relations, University of St. Andrews; Senior Research Fellow, Centre for the Study of Terrorism and Political Violence, University of St. Andrews.

September 1995-June 2005: Lecturer in Forensic Psychology, Department of Applied Psychology, University College, Cork; Assistant Professor, Criminal Psychology, National College of Ireland Research Assistant, Department of Applied Psychology, University College, Cork

Books

Horgan, J. and Taylor, M. (eds.) (in development). *Terrorism, Counterterrorism, and Ethics: Challenges, Opportunities, Principles*.

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Bjørge, T. and **Horgan, J.** (Eds.) (2009). *Leaving Terrorism Behind: Individual and Collective Perspectives*. London: Routledge. <https://www.routledge.com/Leaving-Terrorism-Behind-Individual-and-Collective-Disengagement-1st/Bjorgo-Horgan/p/book/9780415776684>

Horgan, J. (2005). *The Psychology of Terrorism*. London: Routledge (Political Violence Series). <https://doi.org/10.4324/9780203496961>

Taylor, M. and **Horgan J.** (Eds.) (2000). *The Future of Terrorism*. London: Frank Cass. <https://www.taylorfrancis.com/books/9780203045138>

Peer-Reviewed Journal Articles

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Fodeman, A., Snook, D.W., and **Horgan, J.** (in press). Picking Up and Defending the Faith: Activism and Radicalism among Muslim Converts in the United States. *Political Psychology* <https://doi.org/10.1111/pops.12645>

Altier, M.B., Boyle, E. and **Horgan, J.** (*in press*). Terrorist Transformations: The Link Between Terrorist Roles and Terrorist Disengagement. *Studies in Conflict and Terrorism* <https://doi.org/10.1080/1057610X.2019.1700038>

Gill, P., **Horgan, J.**, Corner, E., and Silver, J. (*in press*). Risk Factors and Lone Actor Violent Events: The Problems of Low Base Rates and Long Observational Periods. *Journal of Threat Assessment and Management*.

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Snook, D.W., Williams, M.J., and **Horgan, J.G.** (2019). Issues in the Sociology and Psychology of Religious Conversion. *Pastoral Psychology* 68 (2) 223-240.
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- Ellis, H., Abdi, S., **Horgan, J.**, Miller, A.B., Saxe, G., and Blood, E. (2015). Trauma and Openness to Legal and Illegal Political Activism among Somali Refugees, *Terrorism and Political Violence* 27 (5) 857-883.
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Horgan J. (2009). 'Individual Disengagement: A Psychological Perspective', in T. Bjorgo and J. Horgan (Eds.), *Leaving Terrorism Behind: Individual and Collective Disengagement* (pp.17-29). Routledge: New York.

Boucek, C., Beg, S. and **Horgan, J.** (2009). 'Opening up the Jihadi Debate: Yemen's Committee for Dialogue', in T. Bjorgo and J. Horgan (Eds.). *Leaving Terrorism Behind: Individual and Collective Disengagement* (pp.181-192). Routledge: New York.

Horgan, J. (2009). 'Interviewing Terrorists: A Case for Primary Research', in H.

Chen, E. Reid, J. Sinai, A. Silke and B. Ganor (Eds.), *Terrorism Informatics: Knowledge Management and Data Mining for Homeland Security* (pp.73-100). Springer: New York.

Horgan, J. (2008). 'From War of Maneuver to War of Position: Sinn Fein, the IRA and the Republic of Ireland', in J.C. Dingley (Ed.) *Combating Terrorism in Northern Ireland* (pp.227-244). London: Routledge.

Horgan, J. (2008). 'Looking to the Future: Practical Alternatives to Predicting Tomorrow's Terrorists', in B. Bowden and M. T. Davis (Eds.) *Terror: From Tyrannicide to Terrorism* (pp.282-297). Brisbane: University of Queensland Press.

Horgan, J. (2006). 'Understanding Terrorist Motivation: The Role of the Socio-Psychological Perspective'. In M. Ranstorp (Ed.), *Mapping Terrorism Research* (pp.106-126). London: Routledge.

Horgan, J. (2006). 'Understanding Terrorism: Old Assumptions, New Assertions, and Challenges for Research', in J. Victoroff (Ed.), *Tangled Roots: Social and Psychological Factors in the Genesis of Terrorism* (pp. 74-84). Amsterdam: IOS Press.

Horgan, J. and Taylor, M. (2006). 'Insurgency in Ireland: A Preliminary Analysis of the Provisional IRA Ceasefire 1994-1996 and Beyond', in A. Schnabel and R. Gunaratna (Eds.), *Understanding and Managing Insurgent Movements* (pp. 124-152). London: Marshall Cavendish.

Horgan, J. (2005). 'Psychological Factors Related to Disengaging from Terrorism: Some Preliminary Assumptions and Assertions', Benard, C. (Ed.), *A Future for the Young: Options For Helping Middle Eastern Youth Escape the Trap of Radicalization*, RAND Initiative for Middle Eastern Youth Working Paper (National Security Research Division).

Horgan, J. (2005). 'The Social and Psychological Characteristics of Terrorism and Terrorists'. In T. Bjorgo (Ed.), *Root Causes of Terrorism: Myths, Realities and Ways Forward*. London: Routledge.

Horgan, J. (2005) 'The Psychology of Terrorism: Future Directions and Potential Implications for Counterterrorist Policy'. In D. Kamien (Ed.), *The McGraw-Hill Homeland Security Handbook* (pp.143- 155). New York: McGraw-Hill.

Horgan, J. (2005). 'Militant Irish Republicanism: The Transformation of the Psychology and Strategy of IRA Violence and Politics'. In S. Germani and D.R. Kaarthikeyan (Eds.), *Pathways out of Terrorism and Insurgency*. New Delhi: New Dawn Press.

Horgan, J. (2004) 'The Case for First-Hand Research'. In A. Silke (Ed.), *Research on Terrorism: Trends, Achievements, Failures* (pp.30-56). London: Frank Cass.

Horgan, J. (2003). 'The Search for the Terrorist Personality'. In A. Silke (Ed.), *Terrorists, Victims and Society: Psychological Perspectives on Terrorism and its*

Consequences (pp.3-28). London: John Wiley.

Horgan, J. (2003). 'Leaving Terrorism Behind'. In A. Silke (Ed.) *Terrorists, Victims and Society: Psychological Perspectives on Terrorism and its Consequences* (pp.109-130). London: John Wiley.

Occasional publications/reports/features

"When Terrorists Defect", Op-ed for CNN. 3 May 2018.

<https://www.cnn.com/2018/05/03/opinions/somalia-lost-boys-opinion-horgan/index.html>

"The Secret Lives of Scientists and Engineers – A Focus on Terrorism", *PBS Nova*, September 2016.

"Across the Universe? A Comparative Analysis of Violent Radicalization Across Three Offender Types with Implications for Criminal Justice Training and Education." Report prepared for the *United States Department of Justice*, with P. Gill, N. Bouhana, J. Silver and E. Corner, June 2016.

<https://www.ncjrs.gov/pdffiles1/nij/grants/249937.pdf>

"Evaluation of a Multi-Faceted, U.S. Community-Based, Muslim-Led CVE Program." Report prepared for the *United States Department of Justice*, with M. Williams and W. Evans, June 2016.

<https://www.ncjrs.gov/pdffiles1/nij/grants/249936.pdf>

"Can Science Solve Terrorism? Q+A with John Horgan", *Scientific American*, March 2015.

"Op-ed: De-Radicalization Programs Offer Hope in Countering Terrorism", *Los Angeles Times*, March 2015.

"The Rise of the Child Terrorist", *Foreign Affairs*, February 2015 (with Mia Bloom).

"Building Resilience to Violent Extremism," *FBI Law Enforcement Bulletin*, April 2014 (with Stevan Weine).

"New Terror Weapon: Little Girls?" *CNN Opinion*, 7 January 2014 (with Mia Bloom).

"Fully Operational? The Ongoing Challenges of Terrorist Risk Reduction Programs," *E-International Relations*, 29 July 2013.

"A New Breed of Terror in Northern Ireland," *CNN Opinion*, 14 June 2013 (with John F. Morrison).

"20 Years Since the Bishopsgate Bombing," *OUP blog*, 24 April 2013.

"Terrorism Research Has Not Stagnated," *The Chronicle of Higher Education*, 8 May 2013 (with Jessica Stern).

“Child Suicide Bombers Find Safe Haven,” *CNN World*, 27 March 2013.

“*The End of Radicalization?*” Discussion Point – *National Consortium for the Study of Terrorism and Responses to Terrorism*, 28 September 2012.

“From profiles to pathways: The road to recruitment.” *Countering the Terrorist Mentality: E-Journal USA*. Washington, DC: U.S. Department of State, 2007.

“Disengaging from Terrorism.” *Jane’s Intelligence Review*, 18 (12), 2006, 34-37.

“The Making of a Terrorist.” *Jane’s Intelligence Review*, 13 (12), 2001, 16-18 (with Max Taylor).

Grants, Awards and Contracts

(All as lead Principal Investigator unless otherwise indicated)

Completed Awards (oldest to newest)

1/1/06-12/31/08: Airey Neave Trust Research Fellowship (sponsored by Airey Neave Trust, UK, \$80,000).

6/1/08-5/31/09: Assessing the Effectiveness of Current De-Radicalization Initiatives and Identifying Implications for the Development of US-based Initiatives in Multiple Settings (sponsored by the Department of Homeland Security via the University of Maryland’s National Consortium for the Study of Terrorism and Responses to Terrorism, \$87,500).

7/1/08-6/30/10: Mimicry, Deception and Violence (sponsored by the Office of Naval Research, \$164,813).

2/1/10-8/31/10: Oak Ridge Institute for Science and Education Fellowship (sponsored by the Federal Bureau of Investigation, \$20,000).

11/1/09-12/31/11: The Mobilization and Recruitment of Violent Dissident Republicans in Northern Ireland (sponsored by the UK Government, \$204,463).

1/30/08-1/29/11: Linking Content Expertise with Computer Based Analysis for Prediction of Individual and Group-Related Activities (sponsored by the Office of Naval Research, performed with Georgia Tech Research Institute, \$417,000; Role: Co-PI with Dr. Lora Weiss, GTRI).

7/1/10-2/6/13: HSCB Modeling Decision Support Framework (sponsored by Countering Terrorism Through Technology Support Office and Lockheed Martin Corporation, \$19,300).

2/24/09-12/31/09: Know Thyself: The Organizational Culture, Networks, and Behavior of Counterinsurgency and Stability Operations (sponsored by the Office of Naval Research, performed with SUNY Albany, \$102,168; Role: Co-PI with Dr. Victor Asal and Dr. Karl Rathemeyer).

2/13/2009 - 7/31/2012: Competitive Adaptation in Terrorist Networks: A Multidisciplinary Basic Research Proposal for Modeling the Social, Psychological, and Cultural Properties of Adaptive Militant Networks (sponsored by the Office of Naval Research, \$1,871,211).

6/29/2009 - 6/28/2012: Adversarial Motivation and Intent to Acquire, Proliferate, and Potentially Use WMD (sponsored by Defense Threat Reduction Agency, \$1,047,475 Role: Co-PI with Dr. Frank Ritter and Dr. Kevin Murphy).

8/1/2009 - 1/31/2012: From Bomb to Bomb-Maker: A Proposal to Develop a Social Network Analysis Model of the Socio-Psychological and Cultural Dynamics of the IED Process (sponsored by Office of Naval Research, \$840,000).

2/21/2011 - 12/15/2011: The University Strategic Partnership Strategic & Innovative Research Fund (sponsored by Defense Threat Reduction Agency, \$400,000; Role: Co-Investigator).

9/1/2011 - 8/31/2012: Tracing the Motivations, Antecedent Behaviors and Contagion Effects of Lone Actor Terrorism (sponsored by UK Government, \$172,770).

9/1/2011 - 8/31/2014: Pathways, Process, Roles, and Factors for Terrorist Disengagement, Re-Engagement, and Recidivism (sponsored by United Kingdom Government, \$1,013,353).

6/1/2011 - 12/31/2014: Modeling and Assessing Multiple Cultural Perspectives (sponsored by Georgia Institute of Technology, \$205,000; co-PI with Dr. Lora Weiss, Georgia Tech Research Institute).

7/1/2012 - 6/30/2014: Developing a Typology of Terrorism Involvement as a Basis to Planning for Sentencing, Management, Risk Reduction, Release and Monitoring of Terrorist Offenders (sponsored by the Department of Homeland Security via the University of Maryland's National Consortium for the Study of Terrorism and Responses to Terrorism, \$200,000).

6/1/2012 - 5/30/2015: Identifying and countering early risk factors for violent extremism among Somali refugee communities (sponsored by Children's Hospital Boston/Harvard University, \$136,666; Role: co-PI with Dr. B. Heidi Ellis, Boston Children's Hospital).

1/1/2014 – 12/31/2015: Across the Universe? A Comparative Analysis of Violent Radicalization Across Three Offender Types With Implications for Criminal Justice Training and Education (sponsored by National Institute of Justice, \$530,298; co-PI with Dr. Paul Gill, University College, London).*

1/1/2014-12/31/2015: Evaluation of a Multi-Faceted, U.S. Community-Based, Muslim-Led CVE Program (sponsored by National Institute of Justice, \$525,020).*

11/1/2012 - 10/31/2015: Understanding pathways to and away from violent radicalization among resettled Somali refugees (sponsored by Children's Hospital

Boston/Harvard University, \$83,271; Role: co- PI with Dr. B. Heidi Ellis, Boston Children's Hospital).*

10/1/2015-09/31/2018: Preventing the Next Generation? Mapping the Pathways of Child Mobilization into Violent Extremist Organizations (sponsored by the Minerva Initiative, \$862,169; co-PI with Dr. Mia Bloom, Georgia State University).*

11/1/2015-12/31/2015: Understanding Pathways to and from violent radicalization among resettled Somali refugees (sponsored by Boston Children's Hospital via the National Institute of Justice), Role: consultant.

1/1/2016-12/31/2016: Understanding Muslim Converts in the Context of Society and Security: Phase 1 (sponsored by Office of Naval Research via the Minerva Initiative), \$421,493.

8/31/2016-8/1/2017: Text-Enabled CVE Gatekeeper Intervention Help-Line and Referral System (sponsored by Department of Homeland Security), \$539,183

1/1/2018-12/31/2018: Understanding Muslim Converts in the Context of Society and Security: Phase 2 (sponsored by the Office of Naval Research via the Minerva Initiative), \$353,887

[* indicates awards received at prior institution but completed while at Georgia State University]

Active

1/1/2019-12/31/2020: Operation 250: An Evaluation of a Primary Prevention Campaign Focused on Online Safety and Risk Assessment (sponsored by the National Institute of Justice, co-PI with Mr. Neil Shortland, University of Massachusetts Lowell, \$1.029m; \$506,775 subcontract to Georgia State University).

Pending (and confirmed)

3/1/2020-2/28/2021: Text-Enabled Gatekeeper Intervention Help-Line & Referral System Phase 2 (sponsored by the Department of Homeland Security, \$250,000).

3/1/2020-2/28/2021: Psychological and Behavioral Analysis of the Roots and Evolution of Male Supremacy and the Incel Rebellion (sponsored by the Department of Homeland Security, \$250,000).

Teaching

I have over twenty years' teaching experience including both online and offline course management at undergraduate and graduate (MA and PhD) levels in the areas of psychology, forensic psychology, homeland security, terrorism studies and criminology.

From 2015-2019, I taught the following:

Courses (since 2015)

- CRJU 8900, T: PSYCHOLOGY OF TERRORISM 1 course.
GLOS 4211, PSYCHOLOGY OF TERRORISM 1 course.
GLOS 4760, RESEARCH PRACTICUM 2 courses.
GLOS 4761, DIRECTED STUDY GLOBAL STUDIES 1 course.
GLOS 4910, INTERNSHIP GLOBAL STUDIES 1 course.
GLOS 6650, TOPICS: PSYCH OF TERRORISM 1 course.
GLOS 8211, PSYCHOLOGY OF TERRORISM 1 course.
GLOS 8650, TOPICS: PSYCH OF TERRORISM 1 course.
GLOS 8761, DIRECTED STUDY GLOBAL STUDIES 2 courses.
PSYC 4650, PSYCHOLOGY: SPECIAL TOPICS 1 course.
PSYC 6650, PSYCHOLOGY: SPECIAL TOPICS 2 courses.
PSYC 9900, SEMINAR IN PSYCHOLOGY 4 courses.
PSYC 9910, ADVANCED DIRECTED READINGS 9 courses.
PSYC 9920, ADVANCD RESEARCH IN PSYCHOLOGY 11 courses.
SOCI 8900, TOPICS: PSYCH OF TERRORISM 1 course.

Non-Credit Instruction

Guest Lecture, College of Education School Psychology Program, 12 participants.
(December 4, 2019).

Guest Lecture, College of Education School Psychology Program, 12 participants.
(April 18, 2019).

Guest Lecture, Andrew Young School of Policy Studies, 30 participants. (March 29,
2019). Guest Lecture, GSU Department of Political Science, 25 participants. (March
5, 2019).

Guest Lecture, Robinson College of Business, 25 participants. (April 18, 2017).

Guest Lecture, Department of Psychology, 35 participants. (February 14, 2017).

Guest Lecture, GSU Department of Political Science/Global Studies Institute, 25
participants. (February 7, 2017).

Guest Lecture, Global Studies Institute (Dr. Jennie Burnet), 30 participants.
(September 20, 2016).

Guest Lecture, Global Studies Institute, 20 participants. (March 2, 2016).

Guest Lecture, Department of Psychology, 30 participants. (February 23, 2016).

Guest Lecture, Department of Psychology, Dr. Wing Yi Chan, 20 participants.
(February 16, 2016).

Student Work Direction 2015-2019

Master's Thesis Committee Chair, Psychology. (August 2019 - Present). Advised: Katharina Meredith

Dissertation Committee Chair. (August 2018 - Present). Advised: Katerina Papatheodorou

Dissertation Committee Chair. (August 20, 2017 - Present). Advised: Ari Fodeman

Dissertation Committee Chair. (August 20, 2016 - Present). Advised: Daniel Snook

Directed Individual/Independent Study. (August 2016 - Present). Advised: Daniel Snook

Dissertation Committee Member. (August 2016 - Present). Advised: Daniel Snook

Dissertation Committee Member, Psychology. (2018 - 2020). Advised: Wojciech Kaczkowski

Dissertation Committee Member, "Situation and Disposition: Who Radicalizes and How?," Political Science. (April 3, 2019 - October 31, 2019).
Advised: Oluf Gotzsche-Astrup, Aarhus University, (Aarhus, Denmark)

Dissertation Committee Member. (August 2017 - April 18, 2019). Advised: Joshua Allen

Dissertation Committee Member, "Becoming a European Homegrown Jihadist," Global Studies. (August 2014 - October 2016).
Advised: Bart Schuurman, University of Leiden, (The Hague, Netherlands)

Service roles 2015-2019

Department

- August 2019-present
 - Department of Psychology Executive Committee, Member & Subcommittee Chair
- January 2018-June 2019
 - Global Studies Institute Executive Committee, Member
- October 2015-June 2019
 - Global Studies Institute Seed Grant Committee, Chair
- March 2016-August 2017
 - Global Studies Institute Research Committee, Chair

College

- September 2018-present
 - College of Arts and Sciences Promotion & Tenure Committee for the Social and Behavioral Sciences, Member
- January 2018-February 2019
 - Transcultural Conflict and Violence Initiative CVE Search Committee, Chair
- August 2019-present
 - Transcultural Conflict and Violence Initiative Cybersecurity Search Committee, Member
- January 2018-September 2018
 - Transcultural Conflict and Violence Initiative, Interim Director

University

- December 1, 2017-present
 - Provost Faculty Research Fellowship, Grant Proposal Reviewer

Professional service

Journals and Series

- Editor: *Terrorism and Political Violence* (2017-).
- Editor: *Political Violence Series*, Taylor & Francis (2017-).
- Consulting Editor: *American Psychologist* (2018-).
- Contributing Editor: *Studies in Conflict and Terrorism* (2019-).
- Series Co-Editor: *New Directions in Terrorism Studies* – Bloomsbury (2011-2015); Manchester University Press (2015 -).
- Associate Editor: *Dynamics of Asymmetric Conflict* (2012-2014)
- Special Editions Ed.: *Terrorism & Political Violence* (2011-2014)
- Editorial Boards: *American Psychologist, Politics and the Life Sciences, Legal and Criminological Psychology, Terrorism & Political Violence, Studies in Conflict and Terrorism, Journal for Deradicalization, Behavioral Sciences of Terrorism & Political Aggression, Journal of Strategic Security*
- Former Editor: *Dynamics of Asymmetric Conflict* (2014-2016).

Service to external organizations

- November 2017-present
 - Grant Reviewer, CREST (Center for Research on Evidence and Security Threats), United Kingdom
- September 2019-present

- Advisor, Center for the Study of Trauma and Radicalization (CSTR), Washington, D.C.
- August 2014-July 2019
 - Senior Fellow, Hedayah, Abu Dhabi, United Arab Emirates
- 2012-present
 - Member, Research Working Group, FBI National Center for the Analysis of Violent Crime, Quantico, VA
- 2013-present
 - Member, Board of Advisors, Center for the Study of Terrorism, University of Rome “Tor Vergata”

Other activities

I review book manuscripts for over a dozen publishing houses and review submissions for at least two dozen academic journals. I regularly brief law enforcement, national security agencies on academic research on terrorism and political violence. Since 2010, I deliver bi-annual instruction on the psychology of terrorism to the FBI’s *Behavioral Analysis Unit*. Between 2010-2012, I served as Advisory Board Member, National Center for the Analysis of Violent Crime Working Group, Federal Bureau of Investigation, until its disbandment. Since 2012, I serve as a Member of the *Research Working Group* of the FBI’s National Center for the Analysis of Violent Crime. I am a member of the Board of Advisors for the University of Rome’s Center for the Study of Terrorism, the United States Institute of Peace RESOLVE Network, and Center for the Study of Trauma and Radicalization (CSTR). I have served as chair and panel discussant at conferences for annual meetings of the Interanational Studies Association, American Society of Criminology, and Association for Asian Studies.

Select Keynote addresses, presentations, briefings

March 13th, 2020. Snook, D.W., Fodeman, A.D., Kleinmann, S.M., & **Horgan, J.G.** Crisis as a Catalyst? Understanding US Muslim Converts’ Overrepresentation in Islamist Terrorism. Annual Meeting for the Society for the Psychology of Religion and Spirituality (APA Division 36); Denver, CO.

November 30th, 2019. *INCEL Rebellion*. Invited keynote presentation. Nordic Conference on Violent Extremism, Aarhus University, Denmark.

November 15th, 2019. *The Psychology of Terrorism*. Invited presentation. United States Military Academy, West Point, NY.

September 18th, 2019. *The Psychology of Terrorism*. Invited keynote presentation, United States Institute of Peace RESOLVE Network, Washington DC.

September 2nd-3rd, 2019. *Terrorism, Desistance and Disengagement*. Invited plenary address/keynote presentation. North South Criminology Conference, University College, Cork, Ireland.

March 1st, 2019. "*Coaches," "Groomers," "Handlers," & "Seducers:" How Terrorist Recruiters Seek the Right Stuff for the Wrong Reasons*. Invited presentation, *Research Agendas for the Study of Terrorism*. Workshop organized by University of California Santa Barbara, Orfalea Center for Global and International Studies, Santa Barbara, CA.

August 19th, 2018. *The Psychology of Terrorism*. Invited Lecture for Dr. Levi West, Australian National University.

May 10th, 2018. *Understanding Terrorist Behavior*. Invited workshop delivered to FBI's Behavioral Analysis Unit, Stafford, VA.

May 4th, 2018. *Terrorist Behavior*. Invited presentation to National Security/Anti-Terrorism Advisory Council Coordinators Conference, National Geospatial-Intelligence Agency, Springfield, VA.

July 25th-28th, 2018. *Reintegrating Child Soldiers*. Conference presentation to International School Psychology Association, Tokyo, Japan.

January 30th, 2018. *Terrorist Behavior*. Invited presentation to US Attorneys as part of Intelligence Specialists Conference, Office of Legal Education, Department of Justice, Columbia, SC.

November 13th, 2017. *Briefing to Ambassador of Sweden to the United States and National Counterterrorism Coordinator*, House of Sweden, Washington, D.C.

November 2nd, 2017. *Child Militants of the Islamic State*. Guest lecture, Emory University, Atlanta.

February 21st, 2017. *The Next Generation? How the Islamic State Indoctrinates Children and What We Can(not) Do About It*. Invited lecture, The Inquiry Club, Atlanta.

December 13th, 2016. *From Cubs to Lions: Understanding Child Socialization into the Islamic State*. Invited seminar, Political Economy Lunchtime Seminar, University of California San Diego.

December 5th, 2016. *Understanding Terrorism*. Invited presentation to the Department of Justice, Washington D.C.

September 28th, 2016. *Radicalization and Lone Actor Terrorism*. Invited lecture, Duke University Sanford School of Public Policy, Durham, North Carolina.

May 16th, 2016. *Transforming Counter-terrorism Policy by Researching Religious Justifications of Violence*. Invited presentation, Society for the Study of Psychiatry and Culture, Minneapolis, MN.

August 16th-19th, 2016. *Pathways to Extremist Violence: A Guide for Practitioners*. Keynote address delivered to the 26th Association of Threat Assessment Professionals Annual Conference, Anaheim, CA.

July 21st, 2016. *Psychology and Terrorism*. Invited seminar, Federal Law Enforcement Training Center (FLETC), Glynco, Georgia.

April 17th, 2016. *How Individuals Engage With And Attach to Terrorist Organizations*. Keynote address delivered to the Academy of Organizational and Occupational Psychiatry Annual Conference, Chicago, Illinois.

February 24th, 2016. *Countering Violent Extremism*. Invited briefing, The White House, Washington, D.C.

February 19th, 2016. *From Cubs to Lions: The Socialization of Children into the Islamic State*. Invited lecture, John Jay College of Criminal Justice, New York.

October 1st, 2015. *Visits to the Frontline – Countering Violent Extremism*. Invited briefing, the Department of Justice, Washington, D.C.

September 3rd, 2015. *Countering Violent Extremism – Congressional staff briefing*. Georgia State University.

September 2nd-3rd, 2013. *The Future of Terrorism*. Keynote address delivered to S. Rajaratnam School of International Studies, Centre of Excellence for National Security-University of Warwick Conference on Countering Violent Extremism: The State of Play, Singapore.

July 31st-4th August, 2013. *Should I Stay or Should I Go? Disengaging from Terrorism*. Plenary Keynote delivered to American Psychological Association 121st Annual Convention, Honolulu, Hawaii.

June 27th-28th, 2013. *Researching Disengagement & De-Radicalization*. Keynote address delivered to Society for Terrorism Research 7th Annual Conference, London.

Media and outreach

I engage in extensive outreach activity, promoting scholarly research and findings in a wide variety of local, national and international venues. These have included the *New York Times*, *Time Magazine*, CNN, VICE News, BBC, PBS, ABC, NPR, *The Chronicle of Higher Education*, *The Christian Science Monitor*, and *Rolling Stone Magazine*. Examples are archived here: <http://www.terroristbehavior.com/media/>

Jesse E Maroney

(b)(6)

Professional Summary

Program Coordinator, Personal Mentor – excels in teaching morally reformatory classes that focus on character development, conflict resolution, cultivating optimism, finding harmony within diversity, and spreading universal love and peace. Thrives in mentoring individuals back into society that have spent long durations in incarceration. Helping them to uncover emotional truths to help establish their identity as reformed individuals, by promoting healthy communication and helping them become innovative in an ever changing society.

Career Highlights

Mentor
Youth Coordinator
Spiritual Advisor
Public Speaker for Southern California Islamic Community
Grew inmate correspondence
Created a 5x increase in correspondence programs and donations.

Education

Attended Ohio University
California Islamic University
Sufi University for Healing & Peace
Traditional Islamic Studies in Turkey and Morocco

Additional Data

Words Uncaged to help reintroduce lifers into society
Interfaith dialogue speaker in Newtown Connecticut
Homeless feeding and COVID 19 prevention education with R.A.C.E. Organization

Professional Experience

Prison Outreach Volunteer Dec 2015– Current

Gained clearance and recognition within California Department of Correction and Rehabilitation system (CDCR)

Instructor for self-help programming within CDCR

- Increased the value of prison mail correspondence communication providing distance mentorship, spiritual advice, and general guidance for successful reentry into society.
- Revamped prison distance learning college courses to meet correspondence needs; garnering inmate enrollment, which services about 140 students per year.

Delivery Supervisor, Sunfare

Sept -2018 - present

- Maintain structure of delivery routes, which includes keeping time-sheets, administrative communication and maintenance of vehicles.
- Ensure driver routes are on time and routes are structured in an efficient manner.
- Ensuring the policy and procedures are followed for delivery and pick up.
- Communicating and coordinating with customers to ensure customer satisfaction.
- Providing emergency response to ensure delivery times are met and food quality is not compromised

Co-owner, S & J Home Improvement - Danbury, CT Oct 2012 – Jan 2016

- Handled business operations which included, lead generation, sales, product analysis and billing.
- Ensured on-time delivery for construction materials
- On-site foreman to ensure the projects was completed in a timely manner while meeting engineering specifications.
- Projects include installing a cathedral ceiling in a Mosque, building garages, framing, siding for residential housing complexes and building wraparound housing decks.

MITCHELL DARROW SILBER

(b)(6)

WORK EXPERIENCE

Parallel Networks, Arlington, Virginia.

Chief Executive. November 2017-December 2019.

- Co-founded 501c (3) nonprofit organization dedicated to combating violent extremism
- Established consultancy on international and domestic initiatives with individuals and organizations in CVE space
- Provide programs, platforms and campaigns drawn from the organization's philosophy and methodology

The Guardian Group, New York, NY.

Co-Founder and Principal. November 2017-Present.

- Design, implement and execute complex and innovative intelligence and security solutions for the private sector clients.
- Research, assess and analyze extremist movements in Europe.
- Assess physical security vulnerabilities of minority communities

FTI Consulting, New York, NY.

Head of Geopolitical Intelligence, Senior Managing Director. August 2015-Present

- Created global political risk research and analysis capability
- Developed corporate advisory retainer service for multinational corporations
- Lead business development efforts with asset managers and corporate clients
- Manage and supervise team as well as sensitive client engagements for FTI

K2 INTELLIGENCE, New York, NY.

Executive Managing Director, Intelligence and Analytic Solutions. June 2012-August 2015

- Managed and supervised portfolio of complicated and sensitive client engagements
- Identified, assessed and negotiated partnerships with venture stage technology companies
- Developed cutting edge data analytics and cyber security capabilities
- Lead business development efforts with law firms and corporate clients
- Served as the chairman of the Investment Committee

NEW YORK CITY POLICE DEPARTMENT, New York, NY.

Senior Executive Staff, Director of Intelligence Analysis. November 2007 – June 2012

Special Assistant to the Deputy Commissioner. February 2005 – November 2007

- Responsible for build-out and management of Intelligence Analysis Unit, Cyber Intelligence Unit and Telephonic Analysis Unit (from ten to more than sixty personnel)

Supervised and approved entire portfolio of ongoing terrorism investigations
Recruited, mentored, and trained top tier intelligence analysis team
Responsible for strategic assessments of emerging and future threats to New York City
Advisor to Commissioners on internal planning, development and new unit creation
Initiated, developed and managed relations with foreign intelligence/law enforcement
Presented on behalf of NYPD at White House, NSC, CIA, FBI, DHS, MI-5.
Testified before the Senate and House Homeland and Government Affairs Committees

THE CARSON GROUP/THOMSON FINANCIAL, New York, NY.

Partner. January 1993 – July 2002

Created industry specific consulting practice focused on capital markets intelligence, corporate finance and biotechnology sector
Advised CEO and CFO level senior management on financing strategies and provided capital markets intelligence
Founded Evolution Capital as Carson Group subsidiary - boutique investment bank
Principal at Evolution Capital; responsible for generating investment banking business

EDUCATION

COLUMBIA UNIVERSITY, New York, NY. January 2003 - December 2004

School of International and Public Affairs

Master of Arts in Middle East Studies and International Security Policy

UNIVERSITY OF PENNSYLVANIA, Philadelphia, PA.

Bachelor of Arts in Economics and European History, Dual Major, May 1992.

OTHER

COUNCIL ON FOREIGN RELATIONS

Life Member

COLUMBIA UNIVERSITY, SCHOOL OF INTERNATIONAL AND PUBLIC AFFAIRS

Lecturer in International and Public Affairs – (2008-present)

Member – Dean's Advisory Board

MEDIA RIGHTS CAPITAL

Member – Board of Directors

JOURNAL OF LAW & CYBER WARFARE

Member – Editorial Board

SELECT PUBLICATIONS

Articles

Silber, M. and Morton, J. (2018). "Ex-terrorists, Walking the Streets: We've Got to Get Better, and Quick, about Reintegrating Former Jihadis into Society," *The Daily News*, December 17, 2018.

Silber, M. and Vinas, B. (2018). "Al-Qa`ida's First American Foreign Fighter after 9/11," *Sentinel*, Combating Terrorist Center at West Point, September 2018, Volume 11, Issue 8.

Silber, M. and Morton, J. (2018). "NYPD vs. Revolution Muslim: The Inside Story of the Defeat of a Local Radicalization Hub," *Sentinel*, Combating Terrorism Center at West Point, April 2018, Volume 11, Issue 4.

Silber, M. (2015). "Why Paris Could Happen Here," *The Wall Street Journal*, November 22, 2105.

Silber, M. (2015). "How to Stop the Next Domestic Terrorist," *Time Magazine*, July 20, 2015.

Silber, M. and Garrie, D. (2015). "Guarding Against a 'Cyber 9/11'," *The Wall Street Journal*, April 15, 2015.

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Reports

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Silber, M. and Morton, J. (2018). *From Revolution Muslim to Islamic State*, New America Foundation, June 2018.

Silber, M. and Bhatt, A. (2007). *Radicalization in the West: The Homegrown Threat*, New York City Police Department, July 2007.

Books

Silber, M. (2012). *The Al Qaeda Factor: Plots Against the West*, University of Pennsylvania Press, Philadelphia, Pennsylvania.



TOBIAS TUBBS

Tobias Tubbs, keynote speaker, artist, book author, mentor, and chief advocate for teaching youth, adults, and incarcerated persons about the lived experiences of the incredible states of resilience. Tobias has centered his teachings on empowering others in becoming mindful architects of creative outlets for transforming childhood trauma into light-transferable skills. Tobias is working on multiple project initiatives that focus on the planning, developing, and implementation of a resilience-based model that covers pre-entry, re-entry, and transitioning of juveniles and adults who are or have been incarcerated.

COMMUNITY OUTREACH ADVOCATE

The Tobias & Tony Show – 2020

- Podcast Series on Trauma Resilience (Anthony Samadani)

Theater of the Oppressed – Vendor – 2020

- Community Partner with USC (Professor Brent Blair)
- Working with the theater and policy students on a production about my life centered around healing through the Arts and performing policy inspiring reform in the justice system

Hear Me Out – Executive Director – 2019 - Present

- A non-profit Grassroots effort that facilitates social restoration projects
- Public Safety and Justice Committees within the Empowerment Congress

Urban Farmer/Garden Specialist – 2019

- Awarded \$20,000 by the United States Green Building Council of LA to build a Rooftop Resilience Garden and Re-entry Program (at McCarty Memorial Church)
- Contracted private specialty garden estate on Sunset and Foothill, Beverly Hills
- Contracted resilience garden on community bluff in Pacific Palisades
- Contracted urban farm and resilience program at MLK Park, West Los Angeles

Roots and Wings Theater Company 2019 - Present

- Producer for the production “Luminance Streets”

KPFK Radio Personality 2017 - Present

- Think Outside the Cage (Radio Program)
Collaboration with Geri Silva and Jesse Bliss

Words Uncaged - Director of Community Outreach – 2016 - Present

Collaboration with Dr. Bidhan Roy

- Education Advocate for Project Rebound Cal State LA University
- Pre entry/ Re-entry coordinator
- Narrative Therapy facilitator
- Facilitator Healing in Collaboration Circles
- Inspirational Speaker/Lecturer
- Consultant and advocate for incarcerated students/artist
- Consultant and Mentor for Cal State LA (English Department)
- Event Planner and Curator of Incarcerated artists artwork
- System Impacted Youth Mentor
- Lead in Hauser and Worth Art Galleries Art and Literature Events
- Lead in recidivism and suicide workgroup
- Facilitator of Ethno-culturally sensitive and responsive pedagogy

Published Co-Author

- “Human”, a book focused on shattering the criminal stigma and dehumanization of individuals who are **or who have been** incarcerated.

EMW-2020-GR-APP-00067

Application Information

Application Number: EMW-2020-GR-APP-00067

Funding Opportunity Name: Fiscal Year (FY) 2020 Targeted Violence and Terrorism Prevention (TVTP) Program

Funding Opportunity Number: DHS-20-TTP-132-00-01

Application Status: Pending Review

Applicant Information

Legal Name: Green Light Project, Inc. d/b/a the Counter Extremism Project

Organization ID: 17789

Type: Nonprofit having 501(c)(3) status with IRS, other than institutions of higher education

Division: Counter Narrative Programs

Department:

EIN: (b)(6)

EIN Shared With Organizations:

DUNS: 080288014

DUNS 4: 0000

Congressional District: Congressional District 12, NY

Physical Address

Address Line 1: 140 E 45th St Ste 14B

Address Line 2: [Grantee Organization > Physical Address > Address 2]

City: New York

State: New York

Province:

Zip: 10017-7136

Country: UNITED STATES

Mailing Address

Address Line 1: 140 E 45th St Ste 14B

Address Line 2: [Grantee Organization > Mailing Address > Address 2]

City: New York

State: New York

Province:

Zip: 10017-7136

Country: UNITED STATES

SF-424 Information

Project Information

Project Title: Alternative Pathways: Rehabilitation and Reintegration for Those with Extremism-Related Convictions

Program/Project Congressional Districts: Congressional District 51, CA

Proposed Start Date: Thu Oct 01 00:00:00 GMT 2020

Proposed End Date: Fri Sep 30 00:00:00 GMT 2022

Areas Affected by Project (Cities, Counties, States, etc.): California

Estimated Funding

Funding Source	Estimated Funding (\$)
Federal Funding	\$277755
Applicant Funding	\$0
State Funding	\$0
Local Funding	\$0
Other Funding	\$0
Program Income Funding	\$0
Total Funding	\$277755

Is application subject to review by state under the Executive Order 12373 process? Program is not covered by E.O. 12372.

Is applicant delinquent on any federal debt? false

Contacts

Contact Name	Email	Primary Phone Number	Contact Types
Gloribel Bueno	(b)(6)		Secondary Contact
David Ibsen			Primary Contact Authorized Official Signatory Authority

SF-424A

Budget Information for Non-Construction Programs

Grant Program: Targeted Violence and Terrorism Prevention Grant Program

CFDA Number: 97.132

Budget Object Class	Amount
Personnel	\$94455
Fringe Benefits	\$0
Travel	\$0
Equipment	\$0
Supplies	\$6600
Contractual	\$149825
Construction	\$0
Other	\$1625
Indirect Charges	\$25250
Non-Federal Resources	Amount
Applicant	\$0
State	\$0
Other	\$1625
Income	Amount
Program Income	\$0

How are you requesting to use this Program Income? [\$budget.programIncomeType]

Direct Charges Explanation:

Indirect Charges explanation: De Minimis Rate, a 10% fixed rate based on MTDC

Forecasted Cash Needs (Optional)

	First Quarter	Second Quarter	Third Quarter	Fourth Quarter
Federal	\$	\$	\$	\$
Non-Federal	\$	\$	\$	\$

Future Funding Periods (Years) (Optional)

First	Second	Third	Fourth
\$	\$	\$	\$

Remarks:

SF-424C

Budget Information for Construction Programs

Assurances for Non-Construction Programs

Form not applicable? false

Signatory Authority Name: David Ibsen

Signed Date: Wed Jun 17 00:00:00 GMT 2020

Signatory Authority Title: Executive Director

Certification Regarding Lobbying

Form not applicable? false

Signatory Authority Name: David Ibsen

Signed Date: Wed Jun 17 00:00:00 GMT 2020

Signatory Authority Title: Executive Director

Disclosure of Lobbying Activities

Form not applicable? true

Signatory Authority Name: David Ibsen

Signed Date:

Signatory Authority Title:

CERTIFICATION REGARDING LOBBYING

Certification for Contracts, Grants, Loans, and Cooperative Agreements

The undersigned certifies, to the best of his or her knowledge and belief, that:

(1) No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.

(2) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure of Lobbying Activities," in accordance with its instructions.

(3) The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

Statement for Loan Guarantees and Loan Insurance

The undersigned states, to the best of his or her knowledge and belief, that:

If any funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this commitment providing for the United States to insure or guarantee a loan, the undersigned shall complete and submit Standard Form-LLL, "Disclosure of Lobbying Activities," in accordance with its instructions. Submission of this statement is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required statement shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

*** APPLICANT'S ORGANIZATION**

The Green Light Project Inc.

*** PRINTED NAME AND TITLE OF AUTHORIZED REPRESENTATIVE**

Prefix: * First Name: Middle Name:

* Last Name: Suffix:

* Title:

* SIGNATURE:

* DATE:

Application for Federal Assistance SF-424

* 1. Type of Submission: <input type="checkbox"/> Preapplication <input checked="" type="checkbox"/> Application <input type="checkbox"/> Changed/Corrected Application	* 2. Type of Application: <input checked="" type="checkbox"/> New <input type="checkbox"/> Continuation <input type="checkbox"/> Revision	* If Revision, select appropriate letter(s): <input type="text"/> * Other (Specify): <input type="text"/>
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* 3. Date Received: <input type="text" value="06/05/2020"/>	4. Applicant Identifier: <input type="text"/>
--	--

5a. Federal Entity Identifier: <input type="text"/>	5b. Federal Award Identifier: <input type="text"/>
--	---

State Use Only:

6. Date Received by State: <input type="text"/>	7. State Application Identifier: <input type="text"/>
---	---

8. APPLICANT INFORMATION:

* a. Legal Name: <input type="text" value="The Green Light Project Inc."/>	
* b. Employer/Taxpayer Identification Number (EIN/TIN): <input type="text" value="(b)(6)"/>	* c. Organizational DUNS: <input type="text" value="0802880140000"/>

d. Address:

* Street1:	<input type="text" value="140 E. 45th St. Ste 37B"/>
Street2:	<input type="text"/>
* City:	<input type="text" value="New York"/>
County/Parish:	<input type="text"/>
* State:	<input type="text" value="NY: New York"/>
Province:	<input type="text"/>
* Country:	<input type="text" value="USA: UNITED STATES"/>
* Zip / Postal Code:	<input type="text" value="10017-9311"/>

e. Organizational Unit:

Department Name: <input type="text"/>	Division Name: <input type="text"/>
--	--

f. Name and contact information of person to be contacted on matters involving this application:

Prefix: <input type="text"/>	* First Name: <input type="text" value="David"/>
Middle Name: <input type="text"/>	
* Last Name: <input type="text" value="Ibsen"/>	
Suffix: <input type="text"/>	

Title: <input type="text" value="Executive Director"/>
--

Organizational Affiliation: <input type="text"/>

* Telephone Number: <input type="text" value="(b)(6)"/>	Fax Number: <input type="text" value="(b)(6)"/>
---	---

* Email: <input type="text" value="(b)(6)"/>
--

Application for Federal Assistance SF-424

*** 9. Type of Applicant 1: Select Applicant Type:**

M: Nonprofit with 501C3 IRS Status (Other than Institution of Higher Education)

Type of Applicant 2: Select Applicant Type:

Type of Applicant 3: Select Applicant Type:

* Other (specify):

*** 10. Name of Federal Agency:**

Department of Homeland Security - FEMA

11. Catalog of Federal Domestic Assistance Number:

97.132

CFDA Title:

Financial Assistance for Targeted Violence and Terrorism Prevention

*** 12. Funding Opportunity Number:**

DHS-20-TTP-132-00-01

* Title:

Fiscal Year (FY) 2020 Targeted Violence and Terrorism Prevention (TVTP) Program

13. Competition Identification Number:

Title:

14. Areas Affected by Project (Cities, Counties, States, etc.):

Add Attachment

Delete Attachment

View Attachment

*** 15. Descriptive Title of Applicant's Project:**

Alternative Pathways: Rehabilitation and Reintegration for Those with Extremism-Related Convictions

Attach supporting documents as specified in agency instructions.

Add Attachments

Delete Attachments

View Attachments

Application for Federal Assistance SF-424

16. Congressional Districts Of:

* a. Applicant

* b. Program/Project

Attach an additional list of Program/Project Congressional Districts if needed.

Add Attachment

Delete Attachment

View Attachment

17. Proposed Project:

* a. Start Date:

* b. End Date:

18. Estimated Funding (\$):

* a. Federal	<input type="text" value="277,755.00"/>
* b. Applicant	<input type="text" value="0.00"/>
* c. State	<input type="text" value="0.00"/>
* d. Local	<input type="text" value="0.00"/>
* e. Other	<input type="text" value="0.00"/>
* f. Program Income	<input type="text" value="0.00"/>
* g. TOTAL	<input type="text" value="277,755.00"/>

*** 19. Is Application Subject to Review By State Under Executive Order 12372 Process?**

a. This application was made available to the State under the Executive Order 12372 Process for review on

b. Program is subject to E.O. 12372 but has not been selected by the State for review.

c. Program is not covered by E.O. 12372.

*** 20. Is the Applicant Delinquent On Any Federal Debt? (If "Yes," provide explanation in attachment.)**

Yes No

If "Yes", provide explanation and attach

Add Attachment

Delete Attachment

View Attachment

21. *By signing this application, I certify (1) to the statements contained in the list of certifications and (2) that the statements herein are true, complete and accurate to the best of my knowledge. I also provide the required assurances** and agree to comply with any resulting terms if I accept an award. I am aware that any false, fictitious, or fraudulent statements or claims may subject me to criminal, civil, or administrative penalties. (U.S. Code, Title 218, Section 1001)**

** I AGREE

** The list of certifications and assurances, or an internet site where you may obtain this list, is contained in the announcement or agency specific instructions.

Authorized Representative:

Prefix: * First Name:

Middle Name:

* Last Name:

Suffix:

* Title:

* Telephone Number: Fax Number:

* Email:

* Signature of Authorized Representative: * Date Signed:

**Alternative Pathways: Rehabilitation and Reintegration for Those with
Extremism-Related Convictions**

Applying Entity: Counter Extremism Project (headquartered in New York City)

Location of Activities: Primarily in California – Donovan Correctional Facility

Project Type: Replication Track- Recidivism Reduction and Reintegration

Amount of Funds Requested: \$277,755.00

Abstract: To date, there exists no formal, in-prison recidivism reduction, nor fully realized post-release program to support the reintegration of convicted terrorists, or those with susceptibility or affiliation to violent extremist movements in American prisons. This project will enhance the capacity of an in-community reentry and recidivism reduction initiative that has worked over recent years to fill that void, *Alternative Pathways*. Bringing together renowned experts in terrorism and recidivism reduction programming, the project will design and deliver a counter-radicalization curriculum with accompanying workbooks that equate to a 10-week course for administering to inmates in classroom settings or to those susceptible to radicalization or convicted of terrorism-related offenses individually and via mail correspondence. Over the grant period, the course will be administered to four classes in California prisons and will be offered to 300 qualifying individuals via mail correspondence. An online portal will house the content and relevant information valuable for those tasked with monitoring extremist offenders in-community. Inmates will be connected to *Alternative Pathways* post-release support programming and 20 offenders will be supported as they reintegrate. The project will help identify important risk and protective factors, will lead to a series of publications and trainings, and will establish evidence-based interventions that can be scaled nationally.

1. Needs Assessment: Since September 11, 2001, almost 900 people have been prosecuted for terrorism-related crimes in the U.S. The federal inmate population currently includes over 500 domestic and international terrorists.¹ While an overriding majority of terrorism-related cases since 9/11 have been jihadist in orientation, a review of federal prosecutions between 2001 and March 23, 2019 identified 268 right-wing extremists involved in crimes that appeared to meet the legal definition of terrorism.² Over the next five years, nearly 25% of those incarcerated for jihadist offences will complete terms of imprisonment. Support for legislation to expand domestic terrorism statues, recent cases involving members of extreme far-right wing groups such as Atomwaffen Division (AWD) and ‘The Base,’ and an increase in white supremacy in prisons all suggest a likely rise in future releasees with known affiliations to extremist movements. Yet, to date, there exists no formal, in-prison recidivism reduction program tailored for convicted terrorists, nor a fully realized post-release initiative to support the reentry and reintegration of terrorism-related offenders. This proposal includes a series of outputs designed to address these gaps and to expand the capacity of a one-of-a-kind nationwide community-led program for terrorism-related offenders called *Alternative Pathways* (AP), a program funded and supported by Counter Extremism Project (CEP).

2. Program Design: The 2019 DHS Strategic Framework recognizes that knowledge of and programming for terrorism-related offenders remains “limited” (p.26) and acknowledges a pressing need for action that develops and supports recidivism reduction research and programming. Advancing the AP program could remediate the above-mentioned gaps and represents a promising contribution to these efforts.

The AP project provides pre- and post-release counseling and mentorship to individuals and community and government officials supervising and supporting terrorism-related offenders. The AP project is part of an innovative “eco-systemic” approach to preventing and countering hate and violent extremism in the U.S. called *Parallel Networks* (PN), an organization directly supported and funded by CEP, and that was cofounded by Jesse Morton (a former jihadist propagandist) and the former Director of Intelligence Analysis of the NYPD, Mitch Silber. They have developed a holistic set of P/CVE programming that is comprised of the following intersectional components, all of which provide avenues to support AP program participants:

Ctrl+Alt+Del-Hate—a counter-narrative communication intervention with a protocol for individual and collective change: *Ctrl* – to control the space between stimulus and response; *Alt* – to alter course and address grievances in a nonviolent manner; and *Del-Hate* to recognize that we all have a role to play in combating polarization, hate and extremism. Communication products include, *LightUponLight.Online*, which continually broadcasts new articles and audio/video content. AP participants have written and presented in online counter-narrative campaigns; **SHIFT-Hate Helpline and Intervention Initiative** (*Support and Help for Individuals and Families Touched by Hate*)—a 24/7 helpline and peer-to-peer intervention service created to assist those impacted by extremist ideologies. Interventionists are comprised of a cadre of former extremists and survivors of extremism, who are supported by a collection of academics and practitioners from PN’s *Center for the Study of Trauma and Radicalization* (CSTR)³ and AP program participants work with these interventionists one-on-one; **SAVE-Hate** (*Society Against*

¹ Office of the Inspector General. U.S. Department of Justice. “Audit of the Bureau of Prisons’ Monitoring of Inmate Communications to Prevent Radicalization.” (March 2020). <https://oig.justice.gov/reports/2020/a20042.pdf#page=1>

² The Threat Within: Data. Right Wing. (2019, March 22). Retrieved online via: <https://github.com/firstlookmedia/the-threat-within-data/blob/master/right-wing.csv>

³ see thecstr.org

Violent Extremism and Hate)—an ever expanding network and peer-support group that includes prominent former extremists, survivors of extremism and other activists and professionals working to create a positive network that offers a new community to those impacted by programming. The network represents a collection of individuals that can provide necessary psychosocial support to individuals supported by the AP project; **ESC-Hate**—a set of prevention activities focused on resiliency-building, community engagement and education, including a bi-weekly podcast, book club, and public presentations for houses of worship, institutions, and government agencies. Several AP project participants have shared their stories in affiliated preventative programming.

In 2018, CEP published *When Terrorists Come Home*,⁴ a report that assessed efforts to address terrorism-related offender issues, identified key recidivism risk areas, and made recommendations for creating an ecosystem to address the problem. An AP brochure is now sent to all terrorism-related offenders during the final year of incarceration and has even been distributed by the FBI to those incarcerated. In 2019, AP provided five fellowships for reintegrating program participants.

The AP program has worked over the last two years to attenuate the gap in recidivism prevention programming and has provided successful reentry support to 12 formerly incarcerated terrorism-related releasees. In April 2020, the AP project expanded to reach out to those imprisoned for far-right wing extremist offences. As a result, CEP recently partnered with Dr. John Horgan and Georgia State University to apply for an NIJ research grant that seeks to identify key risk and protective factors for reducing the risk of terrorism-related offender recidivism. This project will leverage resources from CEP and NIJ, if that bid is successful, to lower cost to this federal award.

Funding from DHS would be utilized to expand the AP program, so that it can provide a replicable and measurable pre-release curriculum and workbook targeting the specific needs of offenders with known extremist affiliation. This curriculum could be administered through classes with inmate collectives or to individuals in prisons around the country. It will be designed and tested as a resource for civil society organizations or local officials in pre-release work with offenders, or via mail/email correspondence. This will bridge pre-release engagements to post-release in-community supports. Expanding the AP program will provide crucial access to in-community support for extremist offenders released during the grant period, while raising awareness of the program for those tasked with supervising extremist offenders post-release.

Problem Statement: We contend that the current limitations in knowledge and recidivism reduction programming for violent extremist offenders warrants the advancement of the national community-led AP reentry and recidivism reduction project so that it can operate in better conjunction with and support of local stakeholders (i.e. probation officers, social service providers). This would help effectively identify and utilize known risk and protective factors to address the specific risks, needs and responsibility for the reintegration of individuals convicted of crimes related to terrorism and targeted violence.

Long-term goal: State and local probation and parole authorities and communities will have access to a robust national community-led program and curriculum and protocol for release preparation that provides pre- and post-release resources and support to individuals with a conviction for a targeted violence or terrorism related offense, or to those who become at-risk for terrorism and targeted violence while in correctional facilities.

⁴Morton, J. and Silber, M.D. (2018). *When Terrorists Come Home: The Need for Rehabilitating and Reintegrating America's Convicted Jihadists*. The Counter Extremism Project.
https://www.counterextremism.com/sites/default/files/CEP%20Report_When%20Terrorists%20Come%20Home_120618.pdf

Project Objectives and Performance Measures: We will target those convicted of crimes related to terrorism, or with known affiliation or susceptibility to violent extremist groups and ideologies set for release before 2025 and realize the following four objectives:

Objective #1: Develop curriculum and protocol- First, we'll develop a tailored curriculum appropriate for the reduction of recidivism risk for terrorism-related offenders. To do so, Dr. John Horgan will lead the project team through a systematic review of the literature in multidisciplinary fields of inquiry. The emerging synthesis will deliver a guiding theory of change and logic model to inform the AP project, and for the effective reintegration of terrorism-related offenders. Then, to develop the curriculum, the team will work with Choice Resource, a set of professional correctional rehabilitation service providers that offer programming at California State Prison-Los Angeles County incorporating moral reform and character development mechanisms through the study of spiritual teachings. The project team will work to design two new and distinct curricula, one appropriate for jihadist terrorism-related offenders and another for far-right and targeted violence communities. Lessons will cover the same content but will frame the content in a culturally appropriate manner. To achieve this, we will include the input of Eldra Jackson, executive officer of Inside Circle, an in-prison and post-release men's support group founded by a former leader of the Aryan Brotherhood in Folsom State Prison in the aftermath of a 1996 race riot.⁵ These inputs will produce a curriculum and professionally designed workbook with pre- and post-test evaluations and open-ended questionnaires to measure and evaluate impact. We will also prepare a reentry guide and community-resource directory for reintegrating inmates which promotes PN services and includes self-care mechanisms and advice for prosocial engagement.

Objective #2: Deliver curriculum in-prison to reduce risks of in-prison radicalization- After designing the curriculum, we will deliver it in in-prison settings to test its value as a pre-release reentry and reintegration preparation course tailored for the risk associated with terrorism-related offenders. Choice Resource will deliver the new 10-week AP curriculum to at least four classes of at least 18 inmates in California prisons over the grant period. Pre- and post-testing will gauge effectiveness and assess attitudinal alterations while project participants will be offered AP post-release support service upon release and asked to retain contact for potential longitudinal analysis.

Objective #3: Deliver the curriculum as a written correspondence course- The project team will identify a list of 300 incarcerated terrorism-related offenders or those with known affiliations to extremist movements and ideologies and write them a letter requesting their participation in working through the curriculum to completion as a correspondence course. AP's earlier efforts suggest a response rate of around 25 percent. We will complete the correspondence course with at least 15 inmates facing release over the next 5 years and utilize pre- and post-testing, qualitative questionnaires and open-ended interviews to evaluate impact. All participants will be offered AP's post-release support service, generating a platform to test materials and interventions.

Objective #4: Research component and delivering training to stakeholders- In the final half-year of the project, we will gather all available data; and Dr. John Horgan will direct its formulation into a series of published papers, media articles and policy briefings to highlight key findings and discuss identified risk and protective factors and effective intervention tactics and methodologies. We will deliver at least 5 trainings/workshops by the end of the grant period to relevant stakeholders and SLTT partners.

Theory of Change and Logic Model:

⁵ see: <https://insidecircle.org/about-us/>

IF:

- tailored, evidence-based pre-release programming for incarcerated extremists is developed and implemented, and if
- such programming bridges to post-release support services, and if
- post-release support promotes pro-social community engagement

THEN:

Immediate and long-term radicalization and recidivism risks decrease, and the risk of post-release commission of a terrorist act decreases.

Contextual Factors:

Public policy, socioeconomic and political conditions, shifting public attitudes

Assumptions:

- a) While terrorism-related offenders have specific needs, evidence-based practices for recidivism reduction programming for high-risk offenders in general will apply.
- b) Much can be learned and adopted from research and practice related to gang-member reintegration programming, which pulls extensively from the input of former gang members.
- c) Radicalization and deradicalization are group phenomena. Therefore, programming should offer access to pro-social group and community engagement.
- d) Effective recidivism reduction programming works best when pre-release activity is conveyed to post-release supervisors and coordinated aftercare.

Validation of Assumptions:

- a) The risk-needs-responsivity (RNR) model for guiding offender assessment and treatment is validated across multiple populations.
- b) The 2011 Empowering Local Partners to Prevent Violent Extremism plan emphasized that the DOJ's Comprehensive Gang Model offered, "a flexible framework that communities can use to reduce or prevent gang activity." The gang model focuses on offender rehabilitation and reintegration and includes five strategies, one of which is community mobilization with the "involvement of local citizens, including former gang-involved youth."
- c) Deradicalization programs thus far have mostly ignored decades of research suggesting pro-social bonds and a sense of belonging are essential for meaningful disengagement. Evidence based practices in recidivism reduction suggest that offender motivation and trust and the integration of treatment and community-based sanctions are crucial to success.
- d) Programs that connect caseworkers in prisons with supervision agents in the communities to which participants return upon release from prison have been shown to significantly reduce recidivism.

Expected Changes:

- Offenders with known extremist affiliations will engage with tailored in-prison programming
- Offenders will have a viable connection to post-release treatment that will minimize recidivism risks and support in-community supervision.
- Offenders will be offered access to a new community, providing essential psychosocial support
- Jails, prisons and probation departments will have access to effective pre-release tools

Area of Activities:	Outputs:	Short-term Objectives:
1. Design and develop 10-week curriculum and course.	1.1 Systemic review of the literature and advancement of initial theory of change. 1.2 Complete curriculum and workbook with instructor guidance and pre- and post-testing capacity 1.3 Develop online portal to host the course.	1.1.1 A 10-week counter-extremism course appropriate for replication in institutions around the country is developed with national accessibility. 1.1.2 Published reentry guide and community-resource directory with personal accounts of those impacted by hate-based ideologies in prisons.
2. Delivery of the curriculum and workbook to classes in-prison	2.1 Administration of workbook and training of two instructors. 2.2 Pre- and post-testing analysis of participant progress. 2.3 Completion of course by at least 72 in-prison participants with evaluations.	2.1.1. Participant awareness of radicalization risk factors, underlying causes and evidence-based counter-radicalization and self-care practices increases 2.1.2. Participants made aware of Alternative Pathways program and other post-release supports.
3. Delivery of curriculum and workbook as written correspondence course.	3.1 Outreach to at least 300 inmates. 3.2 Completion of course by at least 10 offenders. 3.3 Follow-up and after care by AP to at least 20 at-risk offenders.	3.1.1 At least 300 terrorism-related offenders or those with known affiliation to violent extremist movements made aware of the Alternative Pathways program. 3.1.2 At least 20 at-risk offenders supported by AP program with anonymized data (case studies) to inform identification of best-practices and research and training material.
4. Research and Training for Stakeholders	4.1 Produce a final project report. 4.2 Develop a series of stakeholder-oriented briefs on relevant topics. 4.3 Develop workshop/training modality for stakeholders. 4.4 Hold at least 3 webinars and 2 public events with at least 100 key stakeholders in total.	4.1.1 Knowledge of extremism and best-practices in reentry and reintegration amongst those tasked with post-release supervision of inmates with known affiliations to violent extremist movements increases.

3. Organization and Key Personnel: CEP is led by a renowned group of former diplomats and world leaders that work to combat extremism by countering the narrative of extremists and their recruitment as well as advocating for smart policies and regulations. CEP contributors, Mitch Silber and Jesse Morton will lead and establish this project. To do so, they will assemble a qualified team. Dr. John Horgan, Professor of Psychology at Georgia State University, will lead the curriculum development. Eldra Jackson III, of Inside Circle, will advise. Eldra’s skills as a group facilitator were showcased in the award-winning documentary *The Work*.⁶ Inside Circle’s work has impacted 100’s of gang members in prison. Choice Resources, a non-profit in California working in correctional rehabilitation services will utilize their access to California prisons and record of providing in-prison programming to administer and test the curriculum with inmates.

4. Sustainability: The outputs and impacts this project would prove sustainable. The curriculum can be administered to terrorism-related convicts or inmates susceptible to or affiliated with extremists in-prisons across the country. Hundreds of at-risk inmates will be made aware of the AP program as the project unfolds, as well as many SLTT partners. CEP will continue working to research and plug in programming gaps as this project materializes and thereafter.

5. Budget Narrative: The project will be completed over 24-months and cost of \$277,755.00.⁷

Budget Category	Federal Request
Personnel	\$94,455.00
Fringe Benefits	0
Travel	0
Supplies	\$6,600.00
Contractual	\$149,825.00
Other	\$1,625
<i>Total Direct Costs</i>	\$252,505.00
Indirect Costs	\$25,250.00
TOTAL PROJECT COST	\$277,755.00

Personnel/Base Salaries-(\$94,455): CEP will manage the grant with 10% Indirect Cost de minimis rate. PN cofounders and CEP advisors **Mitch Silber and Jesse Morton** will manage the performance and implementation. They will ensure the project progresses smoothly, coordinate, direct and track all deliverables. Estimated average time allotted to the project by CEP is gauged at 30 hours/week through the duration of the project with personnel costs= \$122,500.

Supplies-(\$6,600): We will need essential supplies to include office material-\$800, color printing of curriculum and workbooks with instructor guide-\$3,150. Stamps and fees for email inmate correspondence-\$2,650. **Other- (\$1,625):** website development (\$1,500) and hosting costs (\$125)

Contractual-(\$149,825): Community Corrections will assist in the development of the curriculum and will deploy an instructor to deliver the 10-week course to at least 4 classes of inmates in California state/federal prisons (\$92,825). **Inside Circle’s Eldra Jackson** will advise on the curriculum development for 20 hours @ \$150/hr.= \$3,000.00. **John Horgan:** will direct the development of the curriculum, pre-and post-tests and metrics, and the delivery of the trainings/workshops 300hours @ \$180/hour=\$54,000.

⁶ Debruge, Peter. (2017, march 23) SXSW Film Review: ‘The Work.’ *Variety*. Retrieved online via: <https://variety.com/2017/film/reviews/the-work-review-sxsw-1202015384/>

⁷ While this is higher than the Target Award Amount for this replication track (\$200,000) but does not exceed 50%, the expanded total project cost is due to the ambitious nature of the project and the unique team involved.

OTVTP Implementation & Measurement Plan

You should modify the Implementation & Measurement Plan (IMP) template to the number of outcomes your specific project requires. For *each* outcome in the IMP, create an Implementation Plan table *and* a Measurement Plan table. Please use the definitions provided in the IMP guidance document when crafting your plan. Draft, in the box below, the overarching goal statement for the project. Following completion of the IMP, each grantee is expected to complete the Risk Assessment & Mitigation Plan in Appendix A.

In the Implementation Plan table:

- Type each activity in a separate row; add as many rows as needed.
- Arrange activity rows chronologically by the start date of the activity.
- This IMP should span both years of performance under this grant program.

In the Measurement Plan table:

- Type each outcome indicator in a separate row.
- Include indicators that will help measure the results of the project; it is not necessary to have more than one indicator if that indicator sufficiently measures results.
- Identify and/or design data collection methods to be used to obtain the data that will be reported on quarterly.
- Ensure attention to collection of data that can be broken down by sex and age of project participants or beneficiaries.

NOTE: Data collection methods should be specific and timebound. Any expenses incurred from the collection of data must come from the grant already awarded. No additional funds will be made available by DHS for this purpose.

Organization Name	Counter Extremism Project
Project Title	Alternative Pathways: Rehabilitation and Reintegration for Those with Extremism-Related Convictions
Grant Number	DHS-20-TTP-132-00-01
Grant Implementation Period:	October 1, 2020 through September 30, 2022
Reporting Period:	Pre-Award NOFO Applicant

Project Goal Statement

To reduce recidivism risks and radicalization amongst those with a conviction for a targeted violence or terrorism related offense, or to those who become at-risk for terrorism and targeted violence while in correctional facilities by a) developing a curriculum and protocol for release preparation that provides pre- and post-release resources and support to the target population, and b) linking that in-prison course and expanding the capacity of a robust national community-led program that offers post-release reintegration and recidivism reduction services.

Target Population

Those convicted of crimes related to terrorism, or with known affiliation or susceptibility to violent extremist groups and ideologies set for release before 2025. At Richard J. Donovan Correctional Facility, we will implement the course to at least 4 classes of at least 18 inmates (n=72). Two classes will be comprised of Muslim inmates, and two classes will be held with participants with previous or current affiliation to white supremacist movements or prison gangs. The course will also be delivered as mail correspondence to 300 inmates convicted of terrorism-related offenses, or with known affiliation to violent extremist groups and ideologies.

OUTCOME 1: Develop curriculum and protocol

Mid-Term Outcome 1.1.1: A 10-week counter-extremism course appropriate for replication in institutions around the country is developed with national accessibility.

OUTCOME 1 IMPLEMENTATION PLAN

Activity	Inputs/Resources	Time Frame	Anticipated Outputs	Progress Reporting <i>(Complete for Progress Report Only)</i>
1.1a Consultant John Horgan will direct systematic review and with CEP team will create multidisciplinary theory of change for targeted population.	<i>CEP Staff, Consultant (John Horgan)</i>	Oct. 1, 2020 to Nov. 30, 2020	1.1 Systematic review of the literature and advancement of initial theory of change.	

Activity	Inputs/Resources	Time Frame	Anticipated Outputs	Progress Reporting <i>(Complete for Progress Report Only)</i>
<p>1.2a Team will utilize multidisciplinary review and theory of change to create a framework, curriculum and workbooks. Content of each lesson will target risk or protective factors identified by literature review and informing theory of change.</p> <p>1.2b Consultant John Horgan will direct the development of pre- and post-testing for the curriculum and course.</p> <p>1.2c Locate printing company and produce workbooks and associated material.</p>	<p><i>CEP Staff, Consultants Eldra Jackson, Choice Recourse and John Horgan. Supplies for printing (paper, graphic design., printing fees with printing company)</i></p>	<p>Nov. 15 – Feb. 1, 2021</p>	<p>1.2 Complete curriculum and workbook with instructor guidance and pre- and post-testing capacity</p>	
<p>1.3a Create password protected website, transform photoshop and online InDesign file into web content, and host course and associated material online to facilitate future replication and trainings.</p>	<p><i>CEP Staff, tech volunteers and AP interns and domain/webhost services</i></p>	<p>Jan. 1, 2020 to April 1, 2021</p>	<p>1.3 Develop online portal to host the course.</p>	

OUTCOME 1 MEASUREMENT PLAN

Outcome Indicator(s)	Data Collection Method and Timeframe	Results <i>(Complete for Progress Report Only)</i>
<p>CEP leads will conduct qualitative monitoring of Outcome 1 progress by setting project management template with deadlines, will monitor progress, communicate regularly with the team and guarantee all deadlines are met and that all team members are performing adequately and satisfied with collaboration and outputs.</p>	<p>Observation- All team members will forward weekly progress reports detailing hours worked, documenting progress, and expressing subjective opinions of progress and co-creation experiences and perceptions</p>	
<p>All team members will review final curriculum and associated materials and provide qualitative feedback. Product will be edited until there is a consensus amongst all team members that it is a final product appropriate for implementation.</p>	<p>Observation- Project leads will coordinate bi-weekly conference calls and establish a WhatsApp group for daily discussion and communication useful for collecting qualitative data</p>	
<p>Five subject matter experts will review final curriculum and associated materials and provide qualitative feedback with semi-structured interviews. Product will be edited until there is appropriate consensus amongst the five subject matter experts that it is ready for implementation.</p>	<p>Project leads will utilize network of academics and practitioners to identify and establish connection to five subject matter experts, utilize semi-structured interviews and surveys to gauge opinion and document support for the final product.</p>	

OUTCOME 2: Deliver curriculum in-prison- to reduce risks of in-prison radicalization

Mid-Term Outcome 2.1.1: At least 72 inmates’ awareness of radicalization risk factors, underlying causes and evidence-based counter-radicalization and self-care practices increases and made aware of Alternative Pathways program and other post-release supports.

Mid-Term Outcome 2.2.1: At least 72 inmates made aware of Alternative Pathways program and other post-release supports.

OUTCOME 2 IMPLEMENTATION PLAN

Activity	Inputs/Resources	Time Frame	Anticipated Outputs	Progress Reporting <i>(Complete for Progress Report Only)</i>
<p>2.1a- Train Choice Resource Instructors in Theory of Change and curriculum and course workbooks exercises and evaluation.</p> <p>2.1b- Overview of Course and Approach with Prison Staff at Richard J. Donovan Correctional Facility and possibly other correctional institutions</p>	<p><i>CEP Staff, Consultants from Choice Resource-Instructors, supplies (printed workbooks and associated training material)</i></p>	<p>Jan 1. 2021 to March 1. 2021</p>	<p>2.1 Administration of workbook and training of two instructors.</p>	
<p>2.2a – Coordinate classes with Richard J. Donovan Correctional Facility.</p> <p>2.2b – Instructors will deliver 4 10-week classes with at least 18 participants in each class.</p> <p>2.2c – Instructors will forward reporting and progress notes and evaluation material after each class.</p> <p>2.2d – CEP leads will monitor progress and provide input after each course for further instruction.</p>	<p><i>CEP Staff, Consultants from Choice Resource-Instructors</i></p>	<p>March 2, 2021 to Sep. 2021</p>	<p>2.2 Completion of at least 72 in-prison participants with evaluations.</p>	
<p>2.3a – Instructors will administer pre- and post-testing and gauge reactions to each lesson from target population.</p> <p>2.3b CEP project leads will collect data, arrange and use it to analyze project and early outcomes/inputs.</p>	<p><i>CEP Staff, Consultants from Choice Resource-Instructors,</i></p>	<p>March 2, 2021 to July 1 2021</p>	<p>2.3 Pre- and post-testing analysis of participant progress</p>	

OUTCOME 2 MEASUREMENT PLAN

Outcome Indicator(s)	Data Collection Method and Timeframe	Results <i>(Complete for Progress Report Only)</i>
<p>Instructor will document competent grasp of the curriculum and course material by leading presentation of it to prison staff and by conducting simulated classroom instruction lesson with CEP leads.</p>	<p>Observation- After training of instructor CEP leads will arrange and witness presentation to prison staff, with follow-up survey and then simulated classroom instruction to document sufficient expertise.</p>	
<p>Instructors will forward reporting and progress notes and evaluation material after each class that documents that at least 80 percent of participants increased their knowledge of risk factors and indicators associated with lesson plan objectives that address radicalization and recidivism risk factors.</p>	<p>Weekly progress notes, pre- and post-testing, surveys.</p>	
<p>At end of course, instructors will gather feedback from inmates on perceptions of the course and knowledge gained and gain opinion of the Alternative Pathways post-release program. At least 80 percent will indicate satisfaction and benefit from the course and at least 50 percent will express interest in participating with AP program pre and post-release.</p>	<p>Surveys will be issued by instructors to each inmate participant at the conclusion of each 10-week class.</p>	

OUTCOME 3: *Deliver the curriculum as a written correspondence course to incarcerated terrorism-related offenders or those with known affiliations to extremist movements and ideologies.*

Mid-Term Outcome 3.1: At least 300 terrorism-related offenders or those with known affiliation to violent extremist movements made aware of the Alternative Pathways program.

Mid-Term Outcome 3.2: At least 20 at-risk offenders supported by AP program with anonymized data (case studies) to inform identification of best-practices and research and training material.

OUTCOME 3 IMPLEMENTATION PLAN

Activity	Inputs/Resources	Time Frame	Anticipated Outputs	Progress Reporting <i>(Complete for Progress Report Only)</i>
<p>3.1a- AP Team will coordinate course material, so it is arranged as a mail correspondence course.</p> <p>3.1b- AP Team will utilize terrorism-related offender databases, and open source identification of inmate location to identify at least 300 individuals from the target population.</p> <p>3.1c- AP Team will send open letter to at least 300 individuals from the target population.</p> <p>3.1d- AP Team will establish correspondence with those that respond to open letter.</p>	<p><i>CEP Staff (Jesse Morton and Mitch Silber) and stamps, envelopes and paper, office supplies.</i></p>	<p>Jan 1, 2021 to March 1, 2021</p>	<p>3.1 Outreach to at least 300 inmates.</p>	
<p>3.2a- AP Team will engage respondents and gain the commitment of those willing to complete the course.</p> <p>3.2b- AP Team will correspond and through the complete correspondence course by mail with at least 10 participants.</p> <p>3.2c- AP Team will continue correspondence throughout and link correspondence course to in-community AP reintegration program participation.</p>	<p><i>CEP Staff (Jesse Morton and Mitch Silber) and stamps, paper, printed correspondence course workbooks, inmate email correspondence fees for system access and time on computer.</i></p>	<p>March 2, 2021 to Sep. 2022</p>	<p>3.2 Completion of course with at least 10 offenders.</p>	

Activity	Inputs/Resources	Time Frame	Anticipated Outputs	Progress Reporting <i>(Complete for Progress Report Only)</i>
<p>3.3a- AP Team facilitates reentry and reintegration with correspondent participation in the AP program upon release.</p> <p>3.3b- AP team formulate release plan with interested returnee population.</p> <p>3.3c- AP team identifies and connects to probation officer responsible for post-release supervision.</p> <p>3.3d- AP Team utilizes resources to facilitate case management and counter-radicalization release support services, including former extremists, survivors of extremism or mental health/human service staff as interventionists.</p>	<p><i>CEP Staff (Jesse Morton and Mitch Silber) and basic office supplies, paper and stamps for correspondence.</i></p>	<p>From March 2, 2021 through to end of grant period and beyond.</p>	<p>3.3 Follow-up and after care by AP to at least 20 at-risk offenders</p>	
<p>3.4a- AP Team will coordinate and publish a resource guide with directory and promotion of AP post-release services for distribution to inmates in target population.</p> <p>3.4b – Send resource guide to correspondence course participants.</p>	<p><i>CEP Staff (Jesse Morton and Mitch Silber) and basic office supplies, paper and stamps for correspondence.</i></p>	<p>January 1, 2022 to April 1, 2022</p>	<p>3.4 Publish a reentry guide and community-resource directory with personal accounts of those impacted by hate-based ideologies in prisons.</p>	

OUTCOME 3 MEASUREMENT PLAN

Outcome Indicator(s)	Data Collection Method and Timeframe	Results (Complete for Progress Report Only)
25 percent of inmates respond to initial request positively ($\geq 75/300$) and at least 25 of the ≥ 75 agree to complete the correspondence course by mail and maintain correspondence thereafter.	Spreadsheet for tracking response rates will be maintained bi-weekly	
Of ≥ 25 correspondence course participants 20 will complete all 10 lesson and document at least 80 percent realization of lesson plan objectives.	With each lesson correspondence post-lesson plan assessment will document learning and participants subjective perceptions of content utility and interest, while pre-test for knowledge of next lesson will allow pre- and post-learning results and outcomes.	
At least 20 of the ≥ 75 open letter respondents will express interest in participating in AP program and maintaining correspondence through incarceration and into post-release/reintegration.	Open letter will include brochure with questionnaire that can gauge interest in AP program participation and target population receptivity.	

OUTCOME 4: *Research Component and Delivery of Training to Stakeholders*

Mid-Term Outcome 4.1: Knowledge of extremism and best-practices in re-entry and reintegration amongst those tasked with post-release supervision of inmates with known affiliations to violent extremist movements increases.

OUTCOME 4 IMPLEMENTATION PLAN

Activity	Inputs/Resources	Time Frame	Anticipated Outputs	Progress Reporting <i>(Complete for Progress Report Only)</i>
<p>4.1a- Team will gather, analyze, and interpret all program results.</p> <p>4.1b- Team will finalize final report documenting project results, key findings and recommendations.</p>	<p><i>CEP Staff, Consultant (John Horgan), Choice Resource Staff</i></p>	<p>Jan 1, 2022 to July 1, 2022</p>	<p>4.1 Produce final project report.</p>	
<p>4.2a- Final Report and findings will be condensed into short briefs with visual representation of results and findings.</p>	<p><i>CEP Staff, Consultant (John Horgan)</i></p>	<p>March 1, 2022 to July 1, 2022</p>	<p>4.2 Develop a series of stakeholder-oriented briefs on relevant topics.</p>	
<p>4.3a- Team will utilize final report and findings to create content for interactive workshop/training modalities for in-person and online participation in portal.</p>	<p><i>CEP Staff, Consultant (John Horgan)</i></p>	<p>March 1, 2022 to July 1, 2022</p>	<p>4.3 Develop workshop/training modality for stakeholders</p>	
<p>4.4a- Team will utilize contacts with law enforcement, DOJ, FBI, Federal Probation Offices and DHS SLTT partners and other state and local agencies to schedule and deliver at least 3 online webinars.</p> <p>4.4b- Team will utilize contacts with D.C. think tanks, national universities or speak on panels and conferences to schedule and present at at least two public events that detail project results and inform publics, policymakers, and key stakeholders.</p>	<p><i>CEP Staff, Consultant (John Horgan)</i></p>	<p>July 2, 2022 to Sep. 30, 2022</p>	<p>4.4 Hold at least 3 webinars and 2 public events with at least 100 key stakeholders in total.</p>	

OUTCOME 4 MEASUREMENT PLAN

Outcome Indicator(s)	Data Collection Method and Timeframe	Results <i>(Complete for Progress Report Only)</i>
<p>CEP project leads will conduct qualitative monitoring of Outcome 4 progress by holding independent pre-training/workshop to establish baseline level of stakeholder/participant knowledge and to identify gaps in awareness.</p>	<p>Interviews, electronic correspondence surveys and questionnaires.</p>	
<p>80% of Training/Workshop and public event participants trained can effectively support the reintegration of terrorism-related offenders or those with known affiliations to extremist movements or ideologies, measured by pre- and post-training testing at workshops and follow-up surveys.</p>	<p>Surveys, pre-and post-testing, interviews, focus groups</p>	

APPENDIX A: RISK MANAGEMENT PLAN

Risk Identified	Likelihood of Risk Occurring (low/medium/high)	Risk Analysis (brief assessment of the impact the identified risk could/would have on the project)	Risk Management Plan (plan to minimize the impact that the risk presents to the project and adjustments to be made if the risk transpires)
Prison facility at Richard J. Donovan Correctional Facility do not authorize the classes for instruction on time, or conditions at the jail (inmate lockdown) make it impossible to deliver classes to target population during the grant period.	Low	Could prevent the most important component of testing the implementation of the curriculum and course material with in-prison members of the target population.	We have secured alternative access through Choice Resources to other California State prisons and through Inside Circle with sufficient target populations to give the classes at New Folsom State Prison.
Affiliated organization or consultant suffers financial/personal strain and cannot fulfill necessary activities associated with work performance.	Low	Could make delivery of key components of the project difficult and delay implementation of activities and realization of outputs.	CEP Team leads are well positioned and connected to an array of actors and organizations that can fulfill duties and will contact DHS and gain authorization to work with a substitute if necessary.
COVID pandemic or associated issue resumes and associated resumption of quarantine or limits social contact and delays project	Low	Could make in-person communication difficult/impossible.	All correspondence, meetings, public presentations would be moved to online platform and continued.